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(Continued on page three of cover)

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Small Business Management Courses

Courses in marketing and selling for owner-managers of small businesses, being developed by Training Branch, will be ready by September, along with sales training courses for employees

Courses in marketing and sales training developed by the Small Business Management Training Division of the Department's Technical and Vocational Training Branch will be available in all Canadian communities by September, it was announced last month.

More than 90 per cent of Canada's 480,000 businesses are small. The owner-manager is at a serious disadvantage because he cannot afford to hire specialists and, therefore, has to direct all phases of his operation himself, e.g., finance, accounting, personnel, purchasing processing or servicing, selling and continuous analysis of future market possibilities. In most cases, he probably has had adequate experience in one or two of these areas, but has not had an opportunity to acquire sufficient preparation in all.

All this has lead to a high rate of business failure, unsatisfactory profits, instability, and improper use of resources. And this inadequate performance is an obstruction to the growth of Canada's economy at the rate necessary to provide a satisfactory level of employment and standard of living.

Approximately two thirds of small business failures are the result of errors in the management of the marketing function. Therefore, management and employee training in marketing and selling specifically designed for Canadian business is essential for satisfactory economic advance in all parts of Canada.

Marketing training, designed to increase sales and profits, is now available for owner-managers through the Small Business Management Training Program. Because business growth is dependent upon skilful marketing and proficient sales personnel, employee training courses will be made available to improve these abilities.

Employee competency in marketing and selling results in high income, security, interesting work, mobility and opportunities for advancement. In addition, marketing and sales occupations are increasing in importance as a source of employment because markets are growing in size and marketing occupations are not particularly susceptible to automation and technological advances.

Owner-managers and employees are not the only ones who can take advantage of this training. The unemployed can be trained for suitable marketing positions and prepared for the many new job opportunities to be found in the service industries, in which a high proportion of occupations have important marketing tasks.

In addition there are large numbers of mature women entering the labour force who require training. Marketing occupations in retailing and services provide many employment opportunities for them.

Marketing and selling courses for owner-managers now available are:

Retail Management—a 10-session course specifically designed for independent small retailers with a view to helping them to improve their knowledge and decision-making skills in the major aspects of their businesses.

Marketing for Service Businesses—a 10-session course which deals with the solution of various marketing problems facing businessmen operating service businesses.

Marketing for Manufacturers—a 10-session course dealing with certain proven approaches and techniques that can be put into effect by the small firm to help it compete more effectively.

Additional courses now offered owner-managers are Management Accounting, Purchasing for Manufacturers, Bookkeeping and Exporting.

One hundred and fifty of these courses were conducted this winter in British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, Quebec, New Brunswick, Nova Scotia, Prince Edward Island, and the Northwest Territories.

Courses now being prepared for employees are: Selling, Business Arithmetic, Business English, Display, Merchandise Planning and Control, Bookkeeping, Personal Development, Stock Control.

Because owner-managers and employees are very busy and closely tied to their place of work, courses are offered in local communities, at convenient times, over short periods of approximately 10 weeks, one session per week, at little cost, and are conducted by competent business and professional men.

The programs are developed by the Small Business Management Training Division and made available by the provincial Governments through local community associations such as Chambers of Commerce and Trade Associations.

From the Labour Gazette, April 1915

50 Years Ago This Month

Continuation apparent in March 1915 of modest improvement in labour and business conditions that began in February. Steel industry benefitting from receipt of orders for war material

During March 1915, there were signs of a continuation of the modest improvement in labour and general business conditions that began in February, the *Labour Gazette* for April of that year reported. Nevertheless, unemployment continued to be heavy all across the country.

The Montreal correspondent said that a great deal of the business improvement in the steel companies had been due to the placing of war orders. "At the same time, the fact that there is a steady expansion in business, and that reports from some of the companies show the regular business to have extended as well, gives hopes that the improvement will be of a permanent character," he wrote.

"Lord Kitchener's demand for a greater output in munitions of war leads Canadian firms to expect a continuation of the Imperial business."

The Canadian Car and Foundry Company had secured an order from the Russian Government for the manufacture of special war material valued at nearly $80,000,000, and 40 or 50 Canadian firms were to be invited to quote prices for the manufacture of parts.

"It was anticipated, however, that difficulties in transportation might lead to the establishment of a steamship line subsidized by the Government to operate direct to Russia. This line might run to Archangel, by the Panama Canal to Vladivostok, or to Odessa on the Black Sea "if the allied fleets open the way through the Dardanelles in time."

The Canadian Northern tunnel under Mount Royal has been excavated to its full dimensions of 31 feet by 23½ feet high for all but the city end of the tunnel, the correspondent said.

A ruling by the American Federation of Labour that no central body in Canada or the United States could receive delegates into its membership from any national or international union that was not affiliated to the Federation was causing a stir in the Montreal Trade and Labour Council. This ruling would have excluded from membership the Bricklayers' Union, the Stationary Engineers, the Federated Letter Carriers and the Civic Employees' Union, all of which were important bodies in the Council.

"The delegates showed great unwillingness to obey the ruling, and they instructed the executive committee to bring the peculiar situation in Montreal to the notice of the Executive Council of the American Federation of Labor and to ask for a delay of a year."

The Toronto correspondent reported that the Canadian executive of the Amalgamated Society of Engineers were sending a number of their members to take jobs in Britain, because they had heard from English employers that work at good wages was to be had there by anyone who wanted it, in the manufacture of shells and munitions of war.

"The first batch of 30 sailed on March 24, and will be followed by others. The executive intends removing its members who are working in shops where low wages are being paid on special work, and sending them to take Old Country jobs," the correspondent said.

The street commissioner in Toronto had issued an order that employees in his department living outside the city limits must move into the city if they wanted to keep their jobs. This would affect about 30 men, it appeared, and as many of them had been trying to obtain homes of their own this would entail considerable hardship.

The National Labour Council in the city had decided not to hold a parade on Labour Day that year, because it thought that the money this would cost could be used to better advantage in helping unemployed members.

It was reported from Windsor that the only unrest expected in labour circles would be among Grand Trunk Railway employees, who had been given notice that their wages would be reduced after April 1. The engineers and firemen were asking for an increase of 5 per cent.

The railways were reported to be doing only a fair business, and some companies had reduced the wages of their unskilled labourers to as low as 14 cents an hour.

In Vancouver, it was reported that there was no sign of improvement in the labour situation. Building had shown a further decline during March, and owing to the large amount of unemployment among building tradesmen, a number of them had gone to England, Australia and New Zealand. This emigration was still going on.

Local longshoremen had gone on strike early in March because their wages had been reduced by 25 per cent, and the international union had called on its members in ports below the border to boycott ships loaded in Vancouver.

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NOTES OF CURRENT INTEREST

Winter Works Incentive Program Promises to Be One of Best

The Municipal Winter Works Incentive Program by March 26 this year had provided on-site work for 160,952 men; 7,716,727 man-days of work had been created. The 1964-65 program promises to be one of the most successful since its introduction seven years ago.

As well as providing these on-site jobs, it is estimated that at least a similar number of jobs have been created off-site, in the allied servicing industries.

Under the program, a total of 6,074 projects had been approved by provincial governments and accepted by the federal Government up to March 26. Approximate expenditure on these projects totals $310,237,000, of which the federal contribution to direct payroll costs was estimated at $59,791,000.

All these figures were higher than those at the corresponding date in 1964.

The program covers a six-month period from November 1, 1964, to April 30, 1965, and the federal Government contributes 50 per cent of on-site payroll costs of approved municipal projects.

More Applications This Year for Winter House Building Incentive

More applications under the Winter House Building Incentive Program are qualifying at first inspection this year than last. In addition, applications under the present program cover a larger number of dwellings: 38,204 as against 37,736 last winter.

Under the program, a $500 incentive payment is made by the federal Government for each house built and completed between November 15 and April 15.

By the end of February, applications received totalled 32,868, a slight increase over the corresponding figure last year, 32,656. Only 1.5 per cent of the applications were rejected at first inspection of the units, compared with 4.8 per cent the previous year.

As in previous programs, the provinces of Quebec and Ontario, with more than 10,000 each, have produced the most applications.

It is estimated that approximately 90,000 workers are engaged on the construction sites, with a further 115,000 being employed in the industries that manufacture, sell and transport building materials.

Merchant Seamen Compensation Act Amendment Receives Royal Assent

An amendment to the Merchant Seamen Compensation Act, passed by the House of Commons on December 18 and by the Senate on March 10, received the Royal Assent on March 18. The principal effect of the amendment was to adjust the pensions payable to certain widows and children.

The adjustment was retroactive to April 1, 1964, and the Act will become effective on proclamation, expected this month or next.

One purpose of the amendment was to provide that the compensation payable for, or to dependent children of a seaman who dies from an injury may, with the approval of the Board, be paid to each such child under the age of 21 years who is attending school.

Other parts of the amendment reduce from four days to three days the length of time a seaman must be disabled before compensation is paid to him; increase from $15 to $25 a week the minimum rate of compensation for an injured seaman who suffers temporary or permanent total disability; increase from $4,500 to $5,000 a year the maximum amount to be used in calculating the average rate of earning of an injured seaman; and increase from $200 to $300 the maximum amount payable as burial expenses for a seaman who dies from an injury.

C. A. L. Murchison Returns To UIC for 3-Month Term

The appointment of C. A. L. Murchison to a three-month term as Commissioner of the Unemployment Insurance Commission representing employers was announced on March 1. Mr. Murchison, who retired last October, temporarily resumed his former responsibilities effective February 19.

Consultation will continue with employer organizations with respect to a permanent appointment.

Mr. Murchison's experience with the Commission will enable him to make a contribution to the current review of the administration and procedures of the Unemployment Insurance Commission that is being undertaken as a consequence of the coming transfer of the National Employment Service to the Department of Labour.

Work Accident Suffered by 1 in 13 In Public Service in 1963-64

Out of a total of 228,000 persons employed in the public service and covered by the Government Employees Compensation Act in 1963-64, about 1 in 13 had an accident of some kind, and 1 in 33 had an accident causing loss of time.

The 12th annual report of the Accident Prevention and Compensation Branch of the Department of Labour, which administers the Act, shows that the number of injuries at work during the fiscal year totalled 17,965, a decrease of 117 from 1962-63. Of these, 10,735 were minor injuries, 2,806 were compensation cases, 4,004 injury leave cases, 19 caused permanent disability, and 25 were fatal. Disallowed claims numbered 376.

The total cost of all compensation benefits paid from the Consolidated Revenue Fund was $2,589,056, a decrease of 2.6 per cent from the previous year.

About a third of this total was paid for hospital and medical costs, and the remainder was compensation for loss of income on account of injured or deceased employees.

The total number of actual days lost (excluding waiting periods) was 138,406. This is equal to the year-round employment of about 530 employees.

More Canadians Receiving Old Age Assistance, Disabled Allowance

The number of persons in Canada receiving old age assistance, and of those receiving a disabled persons allowance both increased in the fourth quarter of 1964, the Department of National Health and Welfare reported last month. The number receiving blind persons allowances decreased.

Old Age Assistance—The number of persons in Canada receiving assistance under the Old Age Assistance Act increased from 106,830 at September 30 to 107,174 at December 31, 1964.

The federal Government's contributions under the federal-provincial scheme totalled $11,283,316.67 for the quarter, compared with $11,293,191.13 in the preceding quarter.

At December 31, 1964, the average monthly assistance in the provinces and excluding the territories ranged from $67.21 to $72.59.

Disabled Persons Allowances—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 52,640 at September 30 to 52,849 at December 31, 1964.

The federal Government's contributions under the federal-provincial scheme totalled $5,854,128.64 for the quarter, compared with $5,834,345.81 in the preceding quarter.

At December 31, 1964, the average monthly allowance in the provinces and excluding the territories ranged from $73.29 to $74.61.

Blind Persons Allowances—The number of persons in Canada receiving allowances under the Blind Persons Act decreased from 8,637 at September 30 to 8,631 at December 31,

The federal Government's contributions under the federal-provincial scheme totalled $1,410,148.55 for the quarter, compared with $1,407,939.94 in the preceding quarter.

At December 31, 1964, the average monthly allowance in the provinces and excluding the territories ranged from $67.65 to $73.90.

Canada Offers Courses to Unionists In 63 Countries Receiving Aid

This year Canada is offering two courses for trade unionists from countries that are receiving Canadian aid, the External Aid Office has announced. The offer includes transportation to and from Canada, a living allowance, books, tuition and a clothing allowance.

Will Last Four Months

The courses will be identical in content, but will be divided into two sections—one for English-speaking, and one for French-speaking students. They will last for about four months.

The courses are intended for candidates who have the requisite educational standing, have had two or more years of experience in trade union work, and are practicing trade unionists.

The program will include a three-week "orientation" period at Canadian Labour Congress headquarters in Ottawa, with visits to Government departments and national organizations, and introductory lectures, followed by an eight-week course at the Labour College of Canada in Montreal.

After the course at the Labour College, the students will be divided into groups and will travel to various parts of Canada to gain a practical insight into trade union affairs in this country by attending trade union meetings and functions, collective bargaining sessions, and conciliation and arbitration hearings. The course will end with a special two-week seminar in Ottawa to help the students to fit their Canadian experience to conditions in their own countries.

The offer of the English course will apply to 42 countries, and that of the French one to 21 countries.

Current Reports Now Available On Progress of Labour Bills

The first issue in the 1965 series of current reports on labour bills and other bills of general labour interest is now available. Prepared by the Department's Legislation Branch, the reports cover the provisions of each such bill introduced in Parliament and the provincial Legislatures at the 1965 sessions, and will follow its progress to the point where it receives Royal Assent or is dropped.

At the close of the sessions the major developments of the year will be reported in the Labour Law section of the LABOUR GAZETTE.

The first report contains a review of the Canada Labour (Standards) Code as passed by the House of Commons on February 22. Other bills reviewed include a new Mining Act in Quebec, an amendment to the Saskatchewan Workmen's Compensation (Accident Fund) Act, 1955, and amendments to three Ontario safety statutes—The Trench Excavators' Act, the Construction Safety Act, 1961-62, and the Elevators and Lifts Act.

Single copies of these mimeographed reports are available from the Legislation Branch.

Use Vocational Training Agreement To Salvage Indian Enterprise

A little more than two years ago a group of Indians at Cape Croker embarked on a plan to establish a semi-rustic furniture factory on the Reserve, hoping by this means to reduce their reliance on relief. But so far little progress has been made. Lack of business knowledge has been a stumbling block.

Early in 1964, the Indians asked the Indian-Eskimo Association of Canada for help in getting the scheme into operation. As a result, the Indian Affairs Branch of the Department of Citizenship and Immigration has granted the Indian band council a loan of $10,000 for the purchase of machines and tools, and has arranged for a training program.

The training is to be conducted under Program 5 of the Technical and Vocational Training Agreement between the federal Government and the provinces, and will be administered by the Ontario Department of Education in co-operation with the federal Department of Labour. Between 20 and 30 Indians will be taught the skills required for making the furniture, and the course will include training in business management, marketing, etc. The training will last about 10 months.

Woman Unionist Appointed to Staff Of B.C. Department of Labour

The appointment of Mrs. Christine Waddell to the staff of the British Columbia Department of Labour was announced last month by the Minister, Hon. L. R. Peterson. The appointment of a woman to the Department's staff, he said, had been considered for some time, and had been decided upon in order to help in bringing about a wider understanding of the contribution of women in the labour force, to promote working conditions conducive to human well-being, to assist women in understanding labour laws and regulations, and to help them if they considered that they were not being justly dealt with in accordance with the various laws administered by the Department.

Mrs. Waddell, business agent of Local 28, Hotel and Restaurant Employees' and Bartenders' International Union for the past 12 years, has been a member of the Advisory Committee to the British Columbia Department of Education.

The Minister said it was realized that a Women's Bureau existed in the federal Department of Labour in Ottawa to promote the welfare of women in employment, and that a good deal of research was being done in this connection. It was not the intention of his Government to duplicate this work, but rather to enlarge such services, Mr. Peterson said.

Within the past 18 months, Ontario and Saskatchewan have established Women's Bureaus.

Ontario Department of Labour To Be Reorganized and Expanded

Reorganization and expansion of the Ontario Department of Labour were announced earlier this year by the Minister, Hon. R. L. Rowntree. The announcement included plans for new programs and improved services throughout the Department.

Significant changes in policy and activities will be made in the main divisions of departmental responsibility: industrial training, safety, and labour standards. In addition, Mr. Rowntree said, there will be reorganization and expansion in the supporting fields of research and general departmental administration.

The Department's staff will be increased by 175 and its budget by $1,500,000. The program will provide for: new on-the-job training schemes designed to meet industry's present and anticipated needs for skilled workers, establishment of a new Industrial Safety Branch on the foundation of the existing Factory Inspection and Engineering

Services Branch, "streamlining" of the administration of minimum wage and labour standards programs, and a 40-per-cent increase in inspection staff.

The on-the-job training program involves the establishment of a new Industrial Training Branch, which will absorb the Apprenticeship Branch. In addition to the 90 members of the latter branch, there will be 43 new recruits, most of whom will be training specialists.

The new branch will devise and put into practice a training program to help industry to train on the job the skilled persons it requires. Short-term programs of this kind will be provided for the first time.

Apprentice training programs will be offered in trades where there are now no formal training schemes, and present long-term apprenticeship plans will be modernized.

A new Research Branch with a staff of 22 will guide the training program in co-operation with other agencies. The new research branch will also undertake studies connected with labour relations, labour standards, and industrial and construction safety.

The new industrial safety branch will have an inspection staff of 77 officers, compared with the former 53, who will be stationed in various parts of the province. There will also be a 40-per-cent increase in the inspection staff looking after the enforcement of minimum wage and labour standards, and the administration of these programs will be improved.

Named First Full-Time Principal Of Labour College of Canada

Dr. Fernand Martin, a professor of economics at the University of Montreal, has been appointed the first full-time principal of the Labour College of Canada.

Born in St. Hyacinthe, Dr. Martin studied at the Academie de Quebec and at Laval University before taking economics at McGill University and at the London School of Economics. He lectured in English for three years at the Universities of Manitoba and Saskatchewan, and became an assistant professor at the University of Montreal.

Last summer, Dr. Martin taught three classes in economics—two in English and one in French—at the Labour College.

The Labour College was incorporated in 1963 through the co-operation of McGill University, the University of Montreal, the Canadian Labour Congress and the Confederation of National Trade Unions. Last year, it was attended by 112 students, including 19 foreign students from English-speaking countries. This year, French-speaking foreign students are to be invited for the first time.

In Parliament Last Month

(page numbers refer to Hansard)

Information that arrangements had been completed for the transfer of the National Employment Service from the Unemployment Insurance Commission to the Department of Labour was given to the House in a statement on March 31 by the Minister of Labour (p.12987). In the statement, the Minister outlined the principles being followed in making the change, which would mean, he said, that most essential elements of manpower policy at the federal level would be under the Minister of Labour.

Earlier in the month, on March 8, the Minister told the House that the total headquarters staff of the NES that would be transferred to the Department of Labour on April 1 would number 140, of whom 77 were employment staff and 63 were support staff (p.12084).

On February 22, Bill C-126 respecting hours of work, minimum wages, etc., (p.11384), passed third reading (p.11581). Consideration in committee had begun again on February 16 (p.11384) after adjournment from October 19.

On March 29, Bill C-136, to establish the Canada Pension Plan, was given third reading and passed in a division in which 159 members voted for the measure and 12 against (p.12928). The Bill had been introduced and given first reading on November 9 and second reading on November 18, after which it was referred to a joint committee of the Senate and the House of Commons (L.G., Dec. 1964, p.1054).

On February 17, the Prime Minister announced that the Government proposed to introduce an amendment to the Bill that would provide, beginning in January 1966, that the full pension would be paid to persons who had reached the age of 69; in 1967, to persons who reached 68; and so on until by 1970 the full pension would be paid to anyone reaching 65 (p.11401).

On February 19, the Minister of National Health and Welfare moved a resolution preliminary to the introduction of the amendment (p.11511).

The House began to consider the Bill in committee on February 22 (p.11581). The debate in committee lasted intermittently through 13 sittings.

On March 23, the Minister of Labour announced that the Government had decided to extend to April 15 the period for completion of houses under the winter house building incentive program (p.12679).

On March 2, the Minister of Labour tabled in the House the English copies of the report of the Board of Trustees of the Maritime Transportation Unions (p.11873).

Collective Agreement Provisions in Major Manufacturing Establishments

Bulletin No. 5 in Labour Management Research series of the Economic and Research Branch surveys collective agreements covering non-office work force of 361 manufacturing plants

Collective agreements covering the non-office work force in 361 establishments in 17 groups of manufacturing industries are surveyed in Bulletin No. 5 in the Department's Labour Management Research series. Prepared by the Economics and Research Branch, the bulletin is entitled, *Collective Agreement Provisions in Major Manufacturing Establishments.*

300 Employees

The review is based on agreements in force on January 1, 1962; but more than a third of them were due to remain in effect until 1963 or later. The establishments covered were those with 300 or more non-office employees under agreement.

A number of the establishments had more than one collective agreement for non-office employees but only those contracts that applied to 300 or more employees were included in the survey.

The analysis includes agreements covering a total of 274,660 non-office employees, or approximately one half of all non-office employees under agreement in Canadian manufacturing establishments having 15 or more workers.

"Examination of collective agreements," the bulletin remarks, "brings out the ways in which labour and management deal with some of the problems of mutual concern. Furthermore, collective agreements not only lay down the terms of employment of the workers to whom they apply, but may influence the working conditions of other workers as well. In this sense, collective agreements in one segment of industry may have an impact reaching out to other sectors of the industrial community."

Wide Range

The bulletin reviews a wide range of provisions negotiated in major manufacturing establishments: union security, seniority, hours of work, premium pay for time worked, pay for time not worked, pay guarantees, grievances and arbitration, and special provisions for women and older or handicapped workers.

Provisions concerning medical benefits, pensions and similar welfare arrangements were omitted from the survey because they are usually set out in documents separate from the collective agreement.

Ten Tables

The information on the various contract provisions is presented in ten tables. Each of the first nine tables covers a broad subject matter area, e.g., Table 1—Union Security deals with maintenance of membership, check-off and preferential hiring provisions. The tenth table contains data on a variety of provisions that could not be readily grouped under a specific heading.

The report was prepared in the Labour Management Division of the Economics and Research Branch under the direction of the Division's chief, Dr. R. M. Adams. The study was planned and carried out by F. L. Quinet under the supervision of Merrick Spalding and with the assistance of the Collective Bargaining Section.

Collective Agreement Provisions in Major Manufacturing Establishments is available from the Queen's Printer, Ottawa, at a price of 35 cents (Catalogue No. L-22/5).

Other titles in the Labour Management Research series are:

Bulletin No. 1—*Provisions for Income Security in Canadian Manufacturing Industries* (L2-22/1).

Bulletin No. 2—*Shiftwork and Shift Differentials in Canadian Manufacturing Industries* (L2-22/2).

Bulletin No. 3—*Sickness and Accident Provisions in Canadian Industry* (L2-22/3).

Bulletin No. 4—*Vacations with Pay, 1951-61: An Examination of Vacation Practices in Canadian Industries* (L2-22/4).

Changes in Occupational Composition of Canadian Labour Force, 1931-1961

Department's Occasional Paper No. 2 is analysis of changes in occupational composition—percentage distribution of the labour force among occupations—over latest three decades

The Department's Occasional Paper No. 2 is an analysis of the changes that occurred in the occupational composition of the Canadian labour force between 1931 and 1961. It is titled, *Changes in the Occupational Composition of the Canadian Labour Force, 1931-1961,* and is by Noah M. Meltz of the Economics and Research Branch.

The term, "occupational composition," as used here, is defined as the percentage of the total labour force that, during the period of the survey, was to be found in each of the various occupations dealt with. These occupations are divided for the purpose of the survey into 12 main groups.

Main Sources of Data

The main sources of the data used are the decennial population censuses conducted in June of the years 1931, 1941, 1951 and 1961. Much of the data was prepared especially for this study, and many of the occupation series are presented for the first time on a consistent classification basis.

The work is divided into seven chapters, the first two of which describe the framework of the analysis in theoretical terms and in the form that was used in the research. Chapter 3 describes the occupation and industry groups dealt with in the study. Chapter 4 traces the general economic developments that occurred in Canada during the period 1931-1961. Chapter 5 analyses the shifts in the demand for, and supply of labour in each occupation.

Professional Persons

Chapter 6 deals with the impact of the rise in the general level of education of persons in the labour force on the supply of professional persons. It also examines the impact of the increase in the number of females in the labour force on the supply of workers in clerical and service occupations.

The seventh chapter goes into the effect on occupational composition of changes in industrial distribution of total output, and of changes in productivity and occupational structure in each industry. Chapter 8 gives a summary of the findings of the survey, and deals with its usefulness in manpower forecasting. It also points out where further research is needed.

The series of occasional papers contains the results of special technical or semi-technical studies undertaken from time to time in the course of research carried out by the Economics and Research Branch, the complete results of which are not included in the Branch's regular series of reports. The authors of these occasional papers assume responsibility for the statements made and opinions expressed; these should not be interpreted as official thinking or policy of the Department of Labour.

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2nd Annual Report of Board of Trustees of the Maritime Transportation Unions

Deals with difficulties in finding suitable replacements for SIU officers, especially Hal Banks; tells of SIU elections arrangement to end harassment of Canadian ships in U.S. ports

The difficulties encountered in finding suitable persons to replace existing officers of the Seafarers' International Union of Canada—particularly to replace Hal Banks as president—and the steps taken to do so are among the subjects dealt with in the second annual report of the board of Trustees of the Maritime Transportation Unions, covering the calendar year 1964. The report was tabled in the House of Commons on March 2.

Later in the month, one of the trustees, Charles Millard, issued a "supplementary" report.

On March 10 last year the Board submitted its first annual report, covering the period from its appointment on October 23 to the end of 1963. In that report the Board stated certain guiding principles that should shape their policies and administration. In the second report it repeated two of them:

1. The trustees would interfere ". . . as little as possible with the affairs of the union, consistent with carrying out the duties of the trustees under the Act";

2. The trustees decided that, ". . . while they would scrutinize the past, they would devote their main attention to the present and future of the unions and their important role in the industry."

Other matters touched on in the second report include: the negotiations between the trustees and Paul Hall, president of the SIU of North America, by which the trustees succeeded in getting Mr. Hall to call off his union's campaign of harassment on the Great Lakes; the holding of elections within the SIU of Canada; the arrangements made for winding up the Canadian Seafarers' Vacation Pay Plan; and the disappearance of the "Do Not Ship" List.

Replacement of Officers

Regarding the replacement of SIU of Canada officers, the report says, "The trustees realized that, before replacing any officer they had to think of the effect the appointment would have on the attainment of their long-run objective, bearing in mind that the trusteeship must sometime be brought to an end. . . .

"It follows that the end result of whatever the trustees do must be something the members will support and continue in effect. If not, the moment the trusteeship ends, those members will turn to something else, and perhaps go back to what they had before. . . ."

Believing that it would be difficult to find people outside the union who would be suitable as replacements for existing officers, the trustees came to the conclusion that "the only source of satisfactory replacement material, if needed, was the existing membership of the SIU of Canada." With this in mind, they started looking for such material in that union immediately after their appointment and have continued to do so.

"The trustees questioned sailors, employers, other trade unionists; and in fact everyone they could think of as likely to have useful information as to which, if any, members of the SIU of Canada would make suitable replacement officers. Very little information was given to them. . . ." and what they did get was contradictory.

In considering the removal of Hal Banks from his post as head of the SIU of Canada, the trustees decided that it would not be wise to "remove any officer of any union unless they had a suitable person to put in his place," the report said. "Ideally, the man to replace Mr. Banks, should he be removed, would have been a capable trade unionist with experience in the maritime industry who had not been involved in the dispute. An endeavour was made to find such a man, among other places, in Great Britain."

Early in February, Charles Millard, the only member of the Board of Trustees who had formerly been a trade union leader, offered to take on the task of directing the affairs of the SIU of Canada, if no other suitable person could be found. But he made two conditions.

The first was that the Chairman and Judge Lippé should first go to Great Britain and Sweden and see if a trade union leader of stature and experience could be found there to take on the role of director of the union. It was felt that such a candidate would have the advantage of being completely divorced from the events that led up to the trusteeship.

The second condition was that final effort be made to get the international trade union movement to act. The Chairman and Judge Lippé went to Great Britain and Sweden, but were not able to find a suitable replacement for Mr. Banks. . . . .

On February 19, 1964, the trustees decided the interests of the union and the carrying out of their task required the removal of Mr. Banks, and it was agreed that if the international trade union movement had not acted or indicated that it intended to act by March 15 they would act themselves. It was felt that the removal should take place before the opening of the shipping season on the reasoning that it was preferable that any consequent work stoppage take place while the vessels were tied up in their home ports.

Meanwhile, they tried to get suitable men from the National Employment Service to place in the union's hiring halls as their representatives before the opening of the shipping season. With the help of the NES, they succeeded in doing this in time to place the men in the hiring halls on March 16. The removal and replacement of Mr. Banks was deferred from March 15 to March 18, "to allow the placement of the trustee representatives in the various halls prior to the dismissal."

It was thought, however, that it might be difficult for Mr. Millard to combine his duties as trustee with those of president of the SIU; and it was decided that it would serve the trustees' purpose if he were to direct the affairs of the union from the SIU office without taking the office of president, provided that the actual incumbent of that position was willing to act under this direction.

If the office were left vacant, Mr. McLaughlin, under the terms of the SIU constitution, would automatically take over the presidency. From their experience with Mr. McLaughlin, the trustees thought he would act pursuant to direction, but they could not know in advance what his reaction would be to the removal of his former chief, Mr. Banks. Some other device, therefore, had to be found, at least until it was seen what developed.

Early in January, Mr. Charles Turner, who was a member of the Brotherhood of Railway Clerks, was made available to the trustees through the help and co-operation of Mr. Frank Hall of that union. In February, Mr. Turner agreed to accept, formally, the office of president of the SIU of Canada until some other arrangement became possible, it being understood that he would act under the direction of Mr. Millard, who would be in effective control. It should be understood that this appointment of Mr. Turner was a formal device designed to meet the constitutional problem of the moment. The trustees' reliance was placed on the position of Mr. Millard. It may be that their adoption of this device . . . was unnecessary, since Mr. McLaughlin did accept direction from Mr. Millard. In fact he was quite helpful in quieting some of the disturbances which arose. . . .

Removal of Hal Banks

Having learned that the trade union leaders in the United States were not going to act, the trustees went ahead with their own plans, and on March 18, 1964, removed Mr. Banks, appointed Mr. Turner as President, and announced that Mr. Millard would move into an office in the SIU building in Montreal, and the union would be administered under his direct supervision.

In early December 1964, after the Board of Trustees had received confirmation of the results of the SIU of Canada election, Mr. Turner was removed from his position as president of the SIU of Canada, and Mr. McLaughlin became president. At the same time, Mr. Millard's special relationship with the SIU of Canada was terminated, and an officer of the Board of Trustees' staff was appointed to maintain liaison between the Board of Trustees and the SIU of Canada.

Arrangement with Parent SIU

The trustees gave a good deal of thought to establishing a connection with the SIU of North America, the parent union of the SIU of Canada. On the day after the dismissal of Mr. Banks, Paul Hall, president of the SIU of North America, came to Montreal and met with a representative of the trustees. It was arranged that Mr. Millard, accompanied by Mr. Turner, should see Mr. Hall the next day.

After several meetings had taken place, "it became apparent that Mr. Hall was prepared to accept the dismissal of Mr. Banks as a *fait accompli,*" and that he was concerned about making arrangement that would allow the SIU of Canada to continue to be an integral part of the parent union.

It was proposed that if there were no harassment of Canadian ships on the Great Lakes, Mr. Turner should be removed from his position as president of the SIU of Canada, and that Mr. McLaughlin should be allowed, in accordance with the union's constitution, to become president. But it was made plain that he would be allowed to remain as president only as long as he co-operated with Mr. Millard.

"Mr. Hall, on his part, expressed himself as principally interested in seeing that the SIU of Canada was not broken up, and Mr. Millard assured him that the trustee did not intend the destruction of the union." In announcing Mr. Banks' removal, they had said that it "should not be interpreted as a move against the union. On the contrary, it was made in the interests of the union and its rank and file membership."

The part of the report that deals with these circumstances ends:

The arrangement resulted in a desirable liaison between the SIU of North America and the trustees that has operated to the benefit of the Canadian membership. Harassment did not occur during the 1964 shipping season.

Elections

Commenting on the SIU of Canada elections, which were held from September 15 to November 15, 1964, the report says the trustees believed that "an election pursuant to the constitution would be a desirable exercise

in democracy." They "also felt it important to demonstrate to the members that no sanctions would be improperly imposed upon those who opposed the incumbent officers either during the election or in the months to follow.

"The tabulation of the vote in the election indicates that this exercise in democracy met with a response from the members to the extent that a significantly high proportion of the members voted against the incumbent officers. The trustees view the election as one step in a gradual development of democratic awareness among the members."

Vacation Pay Fund

In a statement on the SIU of Canada vacation pay plan, the report says that an examination of the fund by the fund auditors, "under the supervision of the trustees' accounting advisors," showed an excess of liabilities over assets of $4,965. This deficit, the trustees said, was the result, partly of posting errors, and partly of overpayments to seamen who had been paid according to the work period shown in their discharge books.

The overpayments arose when seamen who should have been paid only out of the actual contributions of their respective employers to the fund were paid out of the general fund. Thus, when the employer paid vacation pay directly to the seamen instead of into the vacation plan, and if the seaman then collected from the vacation plan pursuant to his discharge book, that seaman was overpaid. "The result was a corresponding shortage in the vacation plan trust fund."

In order to wind up the fund, the trustees suggested: that the vacation pay plan trustees should be appointed in a regular manner according to the agreement creating the fund; that the SIU should transfer a sum to the vacation pay plan to make up the shortage; that the plan trustees should try to pay all outstanding claims against the fund; and that after satisfying all claims, the plan trustees should assign all accounts receivable to the SIU of Canada for the union to collect, if it thought fit to do so, and transfer the balance in the trust fund to the union in return for a blanket indemnity from the union "to protect the vacation plan trustees."

"Do Not Ship" List

"One of the first problems considered by the trustees after their appointment was the existence and operation of the so-called 'Do-Not-Ship' list," the report said. "Upon inquiry immediately after their appointment the trustees were informed that Mr. Banks . . . had ordered the destruction of all copies of the list."

In September 1964, they learned that an old copy of the list in the union hall in Fort William had escaped destruction at the time this order was given, but that it had been destroyed in March 1964.

"The trustees through their representatives took steps to ensure that the 'Do Not Ship' list was not employed in the union during 1964. So far as the trustees are aware from the reports of their representatives in the SIU hiring halls, there was not a single incident during the recent shipping season in which a member of the union was deprived of his rights to a job as a result of the operation of the . . . list."

In an appendix to the report, the trustees state that they were told that the D.N.S. list was destroyed by order of Mr. Banks when the matter of the list had been exposed during the Norris Commission hearings; and that although it might still be in existence "in someone's basement," they had been unable to find it.

SUPPLEMENTARY REPORT OF C. H. MILLARD

In his supplementary report, which was not tabled in the Commons, Charles Millard explained that he believed he had to report separately from his colleagues on the Board of Trustees because their report "lacks emphasis in areas that are more important than others" and because it "does not project any positive plan or offer any alternative to continuing government trusteeship. . . .

"To my mind, my colleagues' report does not sufficiently emphasize the improved state of industrial relations or other real accomplishments of the last year," he said in his report.

When the trustees were appointed, Mr. Millard said, he understood they had two main tasks: To end jurisdictional warfare between unions on the Great Lakes and harassment of certain Canadian ships by certain unions in the United States, and to develop internal democracy in those unions that were said to lack such democracy. In progress toward accomplishing these objects, "the results show clear success," he contended.

We have not only seen the inter-union conflict ended, but Canada has experienced the greatest Lake shipping season on record. It has been accomplished without harassment, without jurisdiction warfare, without stoppages, and

has produced a healthier climate of international understanding. . . .

We have also seen solutions to jurisdictional disputes between unions outside and inside the Canadian Labour Congress by voluntary action. In the past, these same disputes would have led to conflict and disruption.

As evidence of progress toward the aim of developing more democratic methods of running the union, Mr. Millard cited the holding of "a fully supervised" election of SIU officers, and the ratification of "an advanced collective agreement . . . by a referendum vote of as many working members as possible, rather than rubber-stamped by any small headquarters group."

Among other developments on which too little emphasis had been placed "elsewhere," Mr. Millard mentioned:

1. Negotiation of the key collective agreement covering the most numerically important group of seamen under trusteeship.

2. The interjection of legislative proposals for a government take-over of all maritime union hiring halls.

3. The Trustee-authorized survey by the Religion-Labour Council of Canada to secure the seamen's own reactions toward their unions and to changes advocated by outside sources.

4. The voluntary separation by the SIU of Canada of licensed and unlicensed personnel into two autonomous unions.

The Four Developments

In his report, he enlarged on these four developments.

Commenting on the new collective agreement, Mr. Millard recalled that in the past bargaining was conducted "in a whipsaw manner and in an atmosphere of continuous tension." The new agreement removes the necessity for whipsaw manoeuvring and counter-action in striving for collective agreement. . . .

"It provides for industry-wide vested pension arrangements which will encourage seamen to make their work a full-time career, and lays the groundwork for greater recognition of industry-wide seniority as a basis for preferred employment.

"Most important of all, the new contract provides for built-in union-management committees that can deal promptly with problems as they arise. This minimizes the possibility of collective bargaining relationships degenerating into a state of continual crisis. It also permits discussion of future problems before they become critical. . . ."

The question of hiring halls is one of the "most sensitive in industrial relations," especially in the maritime shipping industry, where people live together while working, said Mr. Millard. He was unable to understand the silence of his colleagues on the proposal that government take over maritime union hiring halls. He considered that "an arbitrary move to do this at the very time when labour and management had already assumed the responsibility and were laying the groundwork for an improved hiring policy, was unfortunate and indeed harmful."

Another matter not mentioned in the majority report was "the very important survey [the trustees] authorized to determine the exact nature of the problem we were studying as seen through the eyes of the seamen themselves," Mr. Millard said.

He praised the work of the Religion-Labour Council of Canada in carrying out a survey of the views and feelings of individual members of the maritime unions about their unions and about the changes advocated by persons outside the unions.

The "voluntary action" of the SIU of Canada in separating its licensed and unlicensed personnel into autonomous unions was described by Mr. Millard as "an important contribution toward eliminating areas of union conflict within the industry." Yet this had not been mentioned in his colleagues' report, he said.

Mr. Millard, in winding up his report, expressed his regret that "my colleagues do not seem prepared now to recommend the obvious step of facilitating transfer of the maritime unions from supervision by a government trusteeship to co-operation under some form of union trusteeship." He argued that the achievements of the present trusteeship should not be used as a reason for continuing it in its present form.

The legislation setting up the trusteeship provides every encouragement for the ending of Government trusteeship before the final expiry date contained in the Act. "The Chairman has himself resigned, indicating clearly that, in his mind, the urgency is no longer present," wrote Mr. Millard.

"The machinery needed to end a crisis is not necessarily the best machinery for building democracy and developing union responsibility. It is not possible to develop a full measure of responsibility under continuing authority," Mr. Millard said. "Since we 'learn by doing', it is equally obvious that democracy cannot be built undemocratically."

* * *

The Executive Council of the Canadian Labour Congress last month approved a statement outlining the position of the CLC with regard to the trustees of the Maritime Transportation Unions. The statement read:

"The Executive Council has studied communications from two of the maritime trustees on the subject of the trusteeship and has concluded that this is a matter for the

trustees themselves to resolve. The Council has no intention of entering into the apparent controversy among the trustees.

"As for the continuance of the trusteeship, it is noted that a long-time associate of the members of the Executive Council has recently been appointed, on our recommendation, to fill the vacancy on the trusteeship, and it is the opinion of the Council that he will be able to reflect the views of the Canadian Labour Congress within the trusteeship.

"It is the hope of the Congress that on, or perhaps before the expiry of the three-year term established by the trusteeship legislation, conditions will be such that the trusteeship will be terminated."

Annual Labour Briefs to Government

Canadian Labour Congress and National Legislative Committee of International Railway Brotherhoods submit memoranda on successive days. Presentation of CNTU brief to come later

The Canadian Labour Congress and the National Legislative Committee of the International Railway Brotherhoods made their annual presentation of memoranda to the federal Government on March 10 and 11. Presentation of a brief by the Confederation of National Trade Unions was scheduled to be made on March 11 also but has been postponed to a later date.

At the presentation of the CLC brief, which again this year was read by Claude Jodoin, Congress president, the attendance was said to be the largest ever. The delegation from the CLC and affiliated unions more than filled the Railway Committee Room of the Parliament Buildings.

Prime Minister Pearson and 16 of his Ministers were present for the CLC submission.

At the presentation of the Railway Brotherhoods' brief, Hon. J. W. Pickersgill, Minister of Transport, headed the Government's representation, as the Prime Minister was unable to leave another meeting. Six other Ministers accompanied him.

Chief emphasis in the CLC brief was placed on economic matters. In its brief, the Railway Brotherhoods' Legislative Committee stressed its concern for railway employees who lose their jobs as a result of abandonment of branch lines.

In his reply to the CLC memorandum, the Prime Minister assured the labour delegation that his Government did not underestimate the importance of maintaining economic expansion in Canada.

The Minister of Transport said, in reply to the railway unionists' submission, that it seemed to him that the problem resulting from branch line abandonment was "part of the much larger subject of automation and technological change," and he suggested that perhaps it would be better to deal with it "along the lines of the Labour Standards Bill," which applies not only to railways but also to all other occupations coming under federal jurisdiction.

THE CANADIAN LABOUR CONGRESS MEMORANDUM

The Canadian Labour Congress in its brief urged the Government to follow expansionary economic policies, with "due regard to maintaining reasonable price stability," and to give particular attention to a reduction in personal income tax to strengthen consumer demand.

"We also call for the repeal of the sales tax on building materials and machinery, which, now that the last stage of increment has passed, is likely to inhibit economic expansion and employment," the Congress memorandum said.

The section of the brief headed "The Economic Situation" was by far the largest in the 13,000-word document.

Although expressing pleasure that the improvement in Canada's economic performance noted in the 1964 memorandum had continued, the CLC had some doubts that the Government had taken the necessary steps to sustain the improvement.

"Canada requires a continuing program of economic planning designed to keep aggregate demand growing in balance with productive capacity, and to ensure smooth adjustment to the structural changes that accompany technological development and new commercial policies."

Cautioning the Government not to embark too hastily on programs of fiscal and monetary restraint, saying that it saw "no evidence of long-term inflation in major economic indicators and therefore no justification for belt-tightening measures," the Congress quoted some advice offered by the Economic

Council of Canada and expressed the belief that what it was proposing conformed to the spirit of the Council's recommendations.

The CLC believed that to attempt even a balanced budget at this time, "let alone budget for a surplus," would be premature and could jeopardize the continuation of the current improvement in economic conditions.

But expansionary policies will not be enough in themselves. There are many problems that they cannot act upon directly; one of them is the possibility of growing dislocations in the labour market arising from changing occupational and geographic demand for labour, changes produced by automation and by altered trade and tariff policies.

"Hopelessly Inadequate"

The Congress acknowledged that the Government had made some progress in correcting these dislocations but thought that present manpower programs fell far short of what was required now, "and are hopelessly inadequate in relation to possible future needs."

Manpower policy at the federal level is scattered among a variety of departments and departmental divisions rather than being coordinated by a central agency, the CLC protested. And another defect is that "there appears to be no attempt at continuous, nation-wide collection and analysis of information regarding the changing composition of demand for labour."

Without this information, the Congress added, "we fail to see how it is possible to operate a rational system of training and retraining or, indeed, to make intelligent policy on any matters affecting the future of the labour force.

"It is also our opinion that present provisions for financial assistance to the geographic mobility of workers are far from adequate in amount, are constrained by many special conditions, and are designed for infrequent use."

Although activity in the training field is much in evidence, a great deal remains to be done. The Congress cited training of the unemployed as an example: "Training of the adult unemployed reaches only 10 per cent or less of the total unemployed, and dropouts almost equal new enrolments."

The CLC proposed the immediate coordination of manpower programs under a single agency—"which might be called the National Manpower Service"—within the Department of Labour.

The National Employment Service, whose role "has never been properly understood in this country," should be given increases in funds, facilities and professional staff so that it can become the core of the proposed agency. The new Service would be the key operational agency for implementing manpower policies, and the sole co-ordinating agency of all manpower programs, the CLC suggested.

In the CLC proposal, labour would be represented, along with government, management, agriculture and education, on an advisory board attached to the National Manpower Service.

Gaps in Manpower Policy

The CLC urged in addition the closing of the major gaps in manpower policy: research, training of the unemployed, and geographic mobility of labour. The brief offered suggestions on each.

"One of the first tasks of a new manpower agency should be the collection of nationwide labour market information, on a continuous basis, accompanied by professional analysis and detailed forecasting of labour market trends.

". . . the federal Government should assume the full cost of living allowances to unemployed trainees and then raise the level of these allowances to at least three-quarters of an average industrial wage in each region.

"In regard to geographic mobility, the Government should pay transportation costs, removal allowances, . . . and, in the case of workers attending a training school away from home, a second residence allowance."

Automation

But then the Congress pointed out that the manpower policy it had just proposed may be made irrelevant by automation and other kinds of technological change. "What shall we do if automation, instead of merely giving rise to a mismatching between the demand for and supply of labour, leads to a continuing decline in the demand for labour at the same time as our population is growing at an unprecedented rate?

"What if automation destroys the labour market itself? We would have to revise our ethics and agree that every person has the right to be fed, clothed, educated, given medical care, and given an opportunity to enjoy life even if he produces nothing."

The CLC said it was not making a prophecy that "this exotic non-work society" was just around the corner but it thought automation ought to provoke planning for the future. "We are disturbed that no agency of government seems to be giving continuous study to the possible long-run effects of technological change on our economy," the CLC said.

It urged a special allocation of funds—"not less than $1 million a year for the next five years"—for this task.

Automobile Trade Agreement

In its brief this year the CLC included a section on the automobile trade agreement between Canada and the United States. The Congress promised support of the agreement to the extent that it conforms to the spirit of freer trade and "serves the interests of the Canadian people."

But the Congress was concerned about certain features of the plan. The fact that there would be no drop in the price of North American automobiles to Canadian purchasers "does violence to the principles and basic purposes of free trade."

The second defect, in the CLC's view, was the lack of adequate provision for assisting workers who may be displaced from their jobs.

The Congress expressed concern, too, about the announcement that the steel industry intended to raise the price of its products. "We believe that such increases are absolutely unwarranted, either in terms of labour costs, cost of materials or the profits that the industry has earned during the last few years." The Congress declared that the price increases could not be attributed to recent wage adjustments since labour costs per ton of steel had actually gone down in recent years.

Canada Labour (Standards) Code

The new Labour Code, although by no means a perfect instrument, seems at last to meet the CLC's longtime demand for minimum wage, maximum hours of work and other working standards legislation, the memorandum asserted. The real test of the Code's effectiveness, the CLC said, will be its implementation.

The Congress was particularly concerned about the part dealing with hours of work. It hoped that the powers granted to the Minister of Labour under the Act's transitional provisions would not result in prolonged delay in establishing the hours of work standards.

The Congress believed also that the $1.25 an hour established by the Code "is already too low a minimum."

On another piece of legislation, the Corporations and Labour Unions Returns Act, the Congress commented that after practical experience with the Act it was more than ever convinced that the measure should never have been passed in its present form.

"We believe this legislation should be rescinded. If statistical information is considered necessary, it can be obtained in some other manner."

The Railway Act

Again this year the CLC expressed concern over the railway industry's attempts to abandon some lines and make other changes, and over the effect of these measures on railway workers. It appeared to the Congress that the changes the railways wish to make "are bound to result in the loss of jobs or in dislocation of workers."

The railways' plans for their future development raise problems that go beyond the railways themselves "and must be regarded in the light of the needs of the community and not of the railways alone," the brief said.

Social Legislation

In a section on social legislation the CLC commented on the publication of the first volume of the Report of the Royal Commission on Health Services, and on the introduction of the bill to establish the Canada Pension Plan.

About the Royal Commission Report the CLC said:

> We wish to underline the fact that the Royal Commission has unanimously recommended what it describes as a Health Charter for Canadians under which there would be established a public program of health care, comprehensive in scope, universal in coverage and free of economic barriers. We consider this report to be one of the great social documents in the history of our country. . . . We support the Report of the Royal Commission. . . .

On the Canada Pension Plan the Congress recommended that it be accompanied by effective measures to provide a more satisfactory standard of living for those who are already 65 years old or more and are lacking in sufficient private resources to maintain a proper standard of living. "At the very least, we believe that the $75 a month now payable at 70 should be payable at 65, without a means test, and the amount of benefit increased to $100."

In the same section of its brief the CLC complained that it was still waiting to see amendments to the Unemployment Insurance Act that it had anticipated after publication of the Report of the Committee of Inquiry into the Unemployment Insurance Act.

International Issues

The Canadian Labour Congress welcomed Canada's initiative and efforts in peacekeeping, and her support of other United Nations activities, but called on the Government to support measures to:

—Enhance and strengthen the prestige and authority of the United Nations and its agencies;

—Create a permanent international police force under U.N. authority and financed by contributions of all member states through the regular U.N. budget;

—Place the existing peace-keeping machinery of the U.N. on a firmer and less provisional basis;

—Put a fully equipped and sizable Canadian military unit at the exclusive disposal of the United Nations and its peace-keeping machinery once the foregoing measures have been taken.

Turning to foreign aid, the CLC called attention to the continued widening of the gap between the living standards of the industrialized and less-developed countries, and said that Canada, one of the richest countries in the world, was not doing enough. "We call on the Government of Canada to spend at least one per cent of our Gross National Product annually for external aid."

Commenting on the "proliferation" of nuclear weapons, the Congress asked the Government to work for:

—A total ban of nuclear tests under a system of effective international control;

—A treaty to establish a non-nuclear club of nations who would undertake not to make, store or use nuclear weapons;

—A treaty that would bring about complete and general disarmament;

—An effective United Nations presence and influence in disarmament negotiations.

"We deplore the continuous refusal of the Government to abandon the nuclear role for Canada's armed services," the CLC said.

In the same section of its brief the Congress urged the Government to join the Organization of American States, to "normalize" relations with the People's Republic of China and vote for its admission to the United Nations, to work for effective measures against the Republic of South Africa as long as it follows a policy of *apartheid*, to seek the reopening of formal negotiations for a peace treaty with a united Germany, and to work toward peace between Israel and the Arab states, freedom of navigation for all nations in the Suez Canal, and the right of self-determination for all remaining colonial peoples.

The Status of Parliament

In a departure from usual practice, the CLC led off this year's memorandum with a section headed, "The Status of Parliament." In it the Congress asserted that "for the first time in many years we appear before a Government with a real sense of concern about the well-being of our Parliamentary system. . . .

"Since we appeared here last there has been, in our opinion, a considerable depreciation in the status of Parliament among the people of this country."

After pointing out that the work of Parliament was no longer a part-time job, that the occupation of Member of Parliament had in a sense become professionalized; after declaring that it was in favour of those changes in the rules and procedures that would make the House of Commons a more effective agency for the execution of public business; and after expressing the hope that the behaviour of the House would win more respect "than has been the case during the past year," the CLC said:

"We hope, therefore, that you will do your part, together with other elements in the House of Commons, to strengthen Parliament and the procedures under which it operates. The many issues that face us as a country make this imperative."

THE GOVERNMENT'S REPLY

The Prime Minister and the Minister of Labour shared in giving the Government's reply to the CLC memorandum.

The Prime Minister, after assuring the labour delegation that the Government would do its best to deserve the commendations in the brief, referred to the CLC's comments on the status of Parliament. "We share your concern," he said.

A committee of the House of Commons has made some proposals, he went on, and he hoped that it would go much farther than it has been able to go. If the committee is not able to produce some more changes, the Prime Minister said, "then it would be the responsibility of whatever government is in office to take on this job of doing something to make Parliament more effective."

He agreed that expansionary policies were important and was glad that the Congress had said that expansionary policies should be put into effect with due regard to reasonable price stability.

"We do not underestimate the importance of expansion, and I do not think we are likely to allow the other danger . . . to prevent us from doing what we think is necessary to keep our economic expansion going, to put security behind it so it can provide employment for our people," the Prime Minister declared.

The Government was not unaware of the danger of the effect of expansionary measures on price stability, but certainly was not unaware of the other danger, "of expansion levelling off and weakening."

Mr. Pearson said that perhaps the CLC was right in believing that the Government should not attempt even a balanced budget at this time. "But if we cannot secure something in the nature of a balanced budget in a time of expansion, it is going to be awfully difficult to secure that at any other time."

Minister of Labour

Hon. Allan J. MacEachen made more detailed responses to some of the CLC's proposals.

Referring to the CLC's quoting of the report of the Economic Council of Canada to the effect that the elements in the operation of a manpower policy in Canada were scattered in various departments, he said he had not agreed with that statement when he read it in the report, and he did not really agree with it that morning.

With the transfer on April 1 of the National Employment Service to the Department of Labour, "all the key elements in manpower policy will be concentrated within the Department of Labour and will become and will be the exclusive responsibility of the Department of Labour," the Minister said. These elements included: research and analysis, vocational and technical training, winter employment programs, labour mobility, rehabilitation of disadvantaged persons, women's employment problems, and several related activities.

"I believe that with the transfer of the National Employment Service to the Department of Labour, further opportunities for complete co-ordination will be provided, and I can assure you that a major study of the most effective ways and means of integrating the National Employment Service with the other elements of manpower programs in the Department will be undertaken expeditiously so that sound judgments can be made on the question of how the key elements of a co-ordinated manpower program under a single agency can be best developed."

In response to the CLC's reference to the necessity for continuous collection and analysis of information on the demand for labour, the Minister said he believed his Department's Economic and Research Branch was doing "a pretty good job" in continuous analysis. And the Department was currently engaged with the Economic Council of Canada on a detailed project to provide long-run manpower requirements data.

"When the National Employment Service becomes an integral part of the Department of Labour, the Department's research and information work in this area will be strengthened and developed even further."

In answer to the suggestions about training of the unemployed, Mr. MacEachen pointed to the more than 50,000 unemployed persons who were trained last year and reminded the delegation that not all the unemployed are eligible for training. "Even at the height of winter, four fifths of the total unemployed were unemployed for three months or less, which means that many of them were not available to enter unemployed training programs," he said.

He acknowledged that the question of labour mobility was a gap in Canada's manpower program. He reported that the Government was at that time studying the development of a national program to assist greater mobility of unemployed workers throughout Canada, and he hoped to be able to make an appropriate announcement "in due course."

On the CLC proposal that the Economic Council launch a large-scale study of automation and technological change, the Minister said he thought that was a good idea. The Department of Labour was ready to co-operate closely with the Economic Council in any such broad study, he said. He mentioned that since 1956 the Department had undertaken studies on technological change and had issued a variety of reports on the problems of automation.

Canada has subscribed, the Minister then announced, to the recommendations of the Organization for Economic Co-operation and Development for a manpower policy as a means to promote economic growth. "We are undertaking," he said, "in accord with this recommendation, to review our present programs and policies in the light of the recommendation, in consultation with labour and management organizations."

Mr. MacEachen noted the CLC's mention of the Canada Labour Code and pointed out that other important effects will flow from the enactment of the Code.

"We propose to amend the Fair Wages and Hours of Labour Act to reflect the minimum wage rate and the standard hours in federal government contracts for construction and specified service contracts. We have stated that the standards that have been established in the Canada Labour Code will apply to all servants or all employees of the federal Government," the Minister of Labour said.

THE RAILWAY BROTHERHOODS' BRIEF

The National Legislative Committee of the International Railway Brotherhoods, in its brief to the Cabinet, showed that, as in the past, its biggest concern was the plight of railway employees who lose their jobs or are obliged to move owing to the abandonment of branch lines, the closing of railway stations and other organizational changes, or as a result of technological changes.

The Government was represented at the hearing by seven members of the Cabinet, led by Hon. J. W. Pickersgill, Minister of Transport, who acted as deputy for the Prime Minister. Besides Mr. Pickersgill, Hon. Allan J. MacEachen, Minister of Labour, and Hon. E. J. Benson, Minister of National Revenue, replied to the delegation on behalf of the Government.

Compensation for Job Loss

Reiterating its previous requests for amendment of Section 182 of the Railway Act, the Committee said that the amendment it was seeking was intended "to give application to the principle of compensation to railway employees who lose their employment or are required to change their residence as a result of changes beneficial to the railway."

The Committee expressed its "extreme disappointment" that a recommendation of the parliamentary Standing Committee on Railways, Canals and Telegraph Lines that Section 182 should be amended had not been acted upon in Bill C-120. This bill, which was designed to implement certain recommendations of the McPherson Royal Commission on Transportation, was introduced in the House by the Minister of Transport on September 14 of last year.

Bill C-120, the Committee's brief said, did "contemplate the payment of compensa- company as the Board of Transport Commissioners deems proper for any financial loss caused to them by change of residence necessitated by an abandonment" of the kind described in the bill. But, the Brotherhoods said, the contemplated amendment fell "pitifully short of what is necessary."

Bill C-120 is silent as to the companies' having any responsibility for those who will be severed from employment, despite the fact that the same legislation will create the condition. The legislation offers firm positive financial assistance to the railways in the order of 80 millions of dollars, and indeed sets out in great detail how they will be eligible for such assistance. On the other hand, the employees will be required to plead their cause before the Board of Transport Commissioners.

The contemplated legislation will require railway employees, as taxpayers, to contribute financially to the railways, which means that they will be contributing to fewer employment opportunities for themselves.

Bill C-120, in so far as it referred to the abandonment of uneconomic branch lines, seemed to offer no more than "a postponement of inevitable ruin to the communities that will be adversely affected," the Committee said. It suggested that an inquiry should be made "to determine what the social and economic implications" would be for the communities affected. "We suspect that the cost to Canada may well be in excess of the savings that the Bill is seeking to effect."

Bill C-120 sought to subsidize the railways for losses growing out of the operation of passenger service, the Brotherhoods' brief said. It referred to the CNR's recent efforts to attract passengers by advertising, reduced fares, improvement of schedules, etc., and it went on to say, "We are fearful that the contemplated subsidies may have the effect of creating a situation whereby the railway companies will again back away from true competition for passengers."

Regarding the effect of automation and technological change on employment, the brief recalled that in previous submissions the Committee had suggested "a need for recognition by labour, management and government of their responsibilities in working together to realize the benefits of technological change while protecting the worker from serious adverse effects." It said that the time had come for the Government "to play a more direct role" by enacting legislation to safeguard the workers.

National Transportation Policy

The Committee again urged the creation of a Canadian Transportation Authority to combine and expand the functions of existing regulating bodies and to "carry out a national policy affecting transportation."

Tolls on the St. Lawrence Seaway should be set at a level that would meet current operating costs and enable the financial obligations contemplated in the Seaway Act to be carried out. In this way the Seaway would find its proper place in the general transportation system through competition rather than by way of subsidization.

The brief urged the Government to oppose "any scheme designed to lower present inadequate Seaway tolls or extend the 50-year amortization period predicated in the Seaway Act. To do otherwise would divert from the railways important summertime revenue needed to maintain a modern, efficient all-weather system," it said.

Immigration should be adjusted to take account of the employment situation in Canada. "The problem of unemployment cannot be disassociated from immigration," the

Committee said. It reiterated its opinion that "the administration of the Immigration Act should be placed under the Minister of Labour," since the Department of Labour, "having the fullest knowledge of employment conditions and requirements in Canada, is in the best position to regulate immigration to meet the needs without promoting unemployment."

Amendment of the Industrial Relations and Disputes Investigation Act to provide for reopening of an agreement for negotiation "on all matters of a material change during the currency of an agreement," was suggested by the Committee. It cited with approval previous statements made by the Minister of Labour to the effect that the time had come for a critical examination of the Act in this regard.

Canada Pension Plan

"We take this opportunity to commend your efforts to bring about satisfactory arrangements, with all the provinces, that should provide for an early enactment of a national, contributory, portable pension plan for all Canadians as a matter of right," the brief said. The Committee went on to outline the contents of a brief it had presented to a special joint committee of the Senate and the House of Commons on the subject of Bill C-136 concerning the Canada Pension Plan.

That brief had expressed the fears of railway workers regarding the effect of the plan on their rights under the pension arrangements already in effect with the railway companies. It pointed out that although these private plans had been in effect for upwards of 30 years and were now a condition of employment, in no case was the pension plan "part of the contractual relationship between the employer and the employee."

The Committee repeated what had been said in the brief about the employees' concern "at the attitude of the Government of washing its hands of responsibility in the matter of private pension plans," and their earnest request that "a provision be added to the Canada Pension Plan Act which would prevent the integration of pension plans on railways under the jurisdiction of the federal Government with the Canada Pension Plan without the approval of the employees participating in such plans."

Other Requests

Concerning various other matters, the Committee asked the Government to:

Enact legislation requiring the railway companies to provide toilet facilities and drinking water for employees in all buildings and rolling stock where these were needed.

Introduce its proposed University Student Scholarship program.

Increase the basic exemption under the estate tax regulations from the present $60,000 to $100,000, and increase basic exemptions under the Income Tax Act.

Take steps to increase protection against accidents at level crossings.

Amend the Criminal Code to legalize the holding of lotteries, controlled and operated by governments, the money raised by this means to be devoted to social services.

"Follow a policy that will give labour a voice on government-appointed boards and commissions."

THE GOVERNMENT'S REPLY

The Cabinet was represented by seven Ministers headed by Hon. J. W. Pickersgill, Minister of Transport, who represented the Prime Minister, unable to complete a meeting in time to be present. Mr. Pickersgill was the first to speak of the three Ministers who replied to the submission.

Hon. J. W. Pickersgill

The Minister of Transport referred to the Committee's representations in favour of amendment of Section 182 of the Railway Act. He said that in the bill he had introduced in Parliament, "which was killed the other day," the Government had sought to restore this section of the Act "to what most of us believed it meant before it was interpreted by the Supreme Court." He hoped that the bill was going to be "resurrected" at the next session of Parliament.

The fact that the Government had not accepted the recommendation of the Railway Committee referred to in the brief did not mean that the Government had closed its mind on the matter, Mr. Pickersgill said. But he doubted whether it should be dealt with in the present railway legislation.

It seemed to him to be part of the much larger subject of automation and technological change, which it would be better to deal with "along the lines of the Labour Standards Bill . . . that would apply not only to railways, but to all those occupations that come under federal jurisdiction."

He also raised the question of whether legislation going beyond the present Railway Act in this matter should result in a charge upon the railways—which meant the shippers—or whether it should be made a charge on the community generally. The Govern-

ment had not so far reached a definite conclusion on this.

But he added that, except for world peace, there was no more important problem facing Government at the present time than that of how to reconcile technological change, which must be accepted, with proper protection for employees who were displaced by such changes.

Referring to a misconception regarding the railway bill, Mr. Pickersgill pointed out that the present law permitted abandonments, and that its effect would be to delay rather than to prevent such abandonments. The whole tenor of the new bill, he said, was to take account of the social and economic effects for the localities concerned to a much greater degree than was the case under the present legislation. The new bill would not make the problem more urgent, but it sought to mitigate its effects more than was done under the present law.

The Minister explained that the purpose of the passenger subsidies proposed under the bill was to protect the freight shipper from having to pay a subsidy to passengers.

He said he thought it important to remember that the Government must consider transport as a whole so that the country got the best value for the money spent on it. All forms of transport must be co-ordinated and must be fairly treated.

Regarding the St. Lawrence Seaway tolls, Mr. Pickersgill said that he agreed with the Committee's representations. The original view had been that the Seaway should become self-liquidating, and he had been strongly in favour of the policy of the Government at that time that it should not be subsidized in order to enable it to compete with other forms of transport.

There were two reasons why it should not be subsidized. One was that the Seaway should stand on its own feet, and the other was that it did not serve all parts of the country.

Commenting on the Committee's view that the administration of the Immigration Act should be placed under the Minister of Labour, the speaker remarked that, in his opinion, the Minister of Labour already had his hands full. He agreed, however, on the importance of the closest co-operation between the Departments of Labour and Immigration.

Minister of Labour

In replying to the brief, the Minister of Labour also referred to the problems of automation. He remarked that what had been said at the conference recently held in Washington under the auspices of the OECD (L.G., Feb., p. 102) led to the conclusion that one could not be very dogmatic about the total effects of automation, but that there was no doubt about its problems for individuals.

Mr. MacEachen drew the Committee's attention to the Manpower Consultative Service's purpose: helping labour and management to come to grips with these problems. He referred to two agreements that had been recently signed through the efforts of the Service: one with the CBC and NABET, and one with 46 towboat companies and four unions in British Columbia (L.G., March, p. 212). These agreements, the Minister said had passed almost unnoticed, but they were important.

He was aware that railway workers had particular problems, and he hoped that Mr. Justice Freedman, who was inquiring into the question of run-throughs, might suggest broad guidelines that would be helpful.

Regarding the suggestion that changes were needed in the Industrial Relations and Disputes Investigation Act to open the way for negotiations during the life of an agreement, Mr. MacEachen remarked that the trouble at Nakina and Wainwright might have been avoided if an avenue to negotiations had been open.

Minister of National Revenue

Hon. E. J. Benson, Minister of National Revenue, touched briefly on several points in the brief. With reference to the suggestion that the basic exemption under the estate tax should be raised from the present $60,000 to $100,000, he pointed out that 75 per cent of the revenue from this source went to the provinces. The difficulties of widows had, however, been considered by the Minister of Finance.

Regarding an increase in income tax exemptions, the Minister drew attention to the fact that "if one increases the exemption by $100, the person in the lowest income group gets only 13.5 dollars whereas the fellow with $80,000 gets $80 out of the $100."

Turning to the Canada Pension Plan, Mr. Benson said that legislation to regulate the relationship between the plan and private pension plans already in existence in industries under federal jurisdiction would be brought forward. The Government believed that the matter of the integration of private pension plans with the Canada Pension Plan must be settled by negotiation between employers and employees, the Minister said.

47th Annual Meeting of the Canadian Construction Association

Apprenticeship committee recommends promotion of compulsory tradesmen's qualifications acts in provinces that lack them. Speech topic: Quebec decree system and construction industry

Developments in apprenticeship training, and the progress of wintertime construction incentive programs were dealt with in reports to the 47th Annual Meeting of the Canadian Construction Association. The Apprenticeship and Education Committee, the National Joint Committee on Wintertime Construction, and the Labour Relations Committee were among 12 committees that reported to the meeting.

The apprenticeship committee recommended the promotion of compulsory tradesmen's qualifications acts in the provinces where they were not already in existence. The committee's report said that the federal Government had agreed to undertake a functional analysis of the construction industry.

A special committee that included top superintendents of member firms, members of the CCA staff, and G. L. Bratt of the Department of Labour, Ottawa, was working on the curriculum of a supervisory course. The report said it was hoped that the curriculum would be ready for use in those provinces that wanted it by the fall of 1965.

The wintertime construction committee reported some of the suggestions that had come out of its fall meeting. These suggestions included a recommendation that the winter-built housing bonus plan should be extended to "town houses" and terrace housing next winter.

It was also recommended that the qualifying period under the municipal winter works incentive program should be restricted to six months in order to stimulate more construction under wintertime conditions.

The labour relations committee said in its report that the Association's efforts to foster research in human relations in the construction industry had been hampered by shortage of funds. Contrary to the prospect of a year earlier, the Association had been unable to arrange for the publication of Part II of Research Project No. 1, entitled "Aspects of Economic Hours of Work in the Canadian Construction Industry," by Prof. D. C. Aird. On the other hand, a study in construction labour-management relations, in which the CCA had co-operated with the Dalhousie Institute of Public Affairs, would, it was hoped, be finished soon.

The committee referred to meetings between senior Canadian construction trade union leaders and one of its subcommittees, which had been held periodically for several years, and at which problems of mutual interest had been informally discussed.

It also mentioned a joint union-management panel discussion on jurisdictional disputes, which had been held at the National Construction Labour Relations Conference in Ottawa on November 23 to 25.

"The trend to mutual respect for, and confidence in the *bona fides* of one another is thus bearing fruit and augers well for sounder and more responsible attitudes toward labour-management problems in the future—certainly on the national level," the committee said.

Rev. Gérard Hébert, S.J., Montreal, gave an address on "Application of the Quebec Decree System to the Construction Industry," in which he outlined the decree system and described some of its advantages and disadvantages.

Neville R. Williams, Maple Leaf Construction Ltd., Winnipeg, was elected president of the Association in succession to Donald H. Jupp, Toronto.

President's Address

In his presidential address, Donald H. Jupp spoke of "the growing degree of trust and confidence" between the Association and organized labour, and he instanced the joint preparation and presentation of certain briefs as evidence of this.

This trust and confidence, he said, "is most important as our mutual interests lead us into the era of larger construction volumes predicted by the Economic Council of Canada, and as we meet growing pressures of manpower resources.

"We must co-operate in devising and using greater training programs, and together we must take a practical hard-headed approach to the dictum of the Economic Council that labour gains should be commensurate with productivity increases."

Rev. Gérard Hébert

In spite of inherent drawbacks, the system of extending a collective agreement by government decree to cover an entire industry, which is in force in Quebec, has on the

whole proved beneficial to the construction industry, said Rev. Gérard Hébert, S.J., in an address on, "The Application of the Quebec Decree System to the Construction Industry."

The system has helped to bring some degree of order into an industry which, owing to its complexity; its shifting, seasonal and cyclical nature; and its competitive character is especially open to internal divisions and dissensions, Father Hébert said. Thirty years ago it produced a geographical bargaining unit and an industry-wide system of collective bargaining that is still in operation and, on the whole, satisfactory to all parties concerned.

In a more general way it has fostered a wide and permanent relationship between all contracting parties, a situation highly conducive to mutual understanding and the peaceful settlement of . . . conflicts. And the basic benefits which were at the very root of the system itself ought not to be forgotten, namely the ensuring to all employees in competitive industries of fair and reasonable working conditions, even in recession and depression periods, while protecting the employers against undercutting by irresponsible competitors.

Although far from perfect, the speaker said, "it remains at the same time a reasonably good instrument in the field of labour relations; [and] if properly utilized, it may help in realizing a fair degree of social justice and economic democracy, by using private initiative to its full extent, and government regulation where and when it is needed."

In the earlier part of his talk, Father Hébert described the working of the Quebec Collective Agreement Act, with particular reference to the construction industry. Owing to the casual nature of the employer-employee relationship in the industry, the application of the labour relations acts to construction raises a host of problems, to the extent that it has often been requested that this industry be governed by a special statute, or a special part in the Labour Relations Act, as in Ontario.

"In Quebec, the decree system, although by no means restricted to the construction industry, has served more or less as a special Act for this industry. In fact, construction unions and construction employers very seldom have had recourse to certification and to the main provisions of the Labour Relations Act," Father Hébert said.

He pointed out that the labour relations acts in force in other provinces imposed certain restraints on employers and employees, including: conditions for certification of a union, definition of the bargaining unit by the labour relations board, compulsory bargaining, and compulsory delays before recourse could be had to strike or lockout.

Under the Quebec Collective Agreement Act, none of these restrictions was found. The parties were left free to settle their relationship with each other as they pleased. Coercion and compulsion appeared only at the moment when juridical extension was applied for. A specific procedure must then be followed and certain fundamental conditions must be met. But the arrangement must be workable in practice.

As for the determination of the conditions to be imposed, the philosophy of the Act is that such determination should not be made by a government agency, but left to collective bargaining between private *bon fide* organizations; government will only provide the legal means to ensure the general application of proper working conditions, thus privately established, subject evidently to certain conditions specifically mentioned in the Act.

Three ways in which the Collective Agreement Act had shaped labour relations in the construction industry were especially referred to by the speaker. The system, he said, was responsible for the establishment of geographical bargaining units; it had produced a tradition of multi-trade, and usually industry-wide bargaining; and it had resulted in a comprehensive and stable relationship between employer and employee representatives.

This last effect Father Hébert appeared to attribute largely to the opportunity that was afforded to the parties of meeting once or twice a month, as members of the joint committee, to discuss their differences away from the pressure of the bargaining table.

Under the decree system, labour relations in the construction industry in Quebec had been "rather peaceful"; and this in spite of the presence of two rival groups of unions, the international unions and the syndicates affiliated to the CNTU.

He admitted, however, that the decree system had disadvantages. For one thing, there were opportunities for collusion and for the formation of cliques that might tend to thwart the workings of economic democracy. Secondly, because of the intervention of government in the adoption of a decree, and even more because of the discretionary power given to the Minister under the Act, "the system is open to all sorts of political pressures." But the speaker said that recommendations for amendments to the Act, then being considered by the Quebec Superior Labour Council, were intended "to minimize the strangling effects of this cancer of our democracies."

Industrial Fatalities in Canada during Fourth Quarter of 1964

Deaths from industrial accidents in fourth quarter of year totalled 323, of which 66 occurred in construction industry

Up to the end of February 1965, the Department of Labour had received reports on 323 industrial fatalities that occurred in Canada during the fourth quarter of 1964.

During the previous quarter, 378 fatalities were recorded. This is 47 more than the previously published preliminary total of 331 (L.G., Jan., p. 35). In the fourth quarter of last year, 338 fatalities were recorded—91 more than the preliminary figure of 247 (L.G., April 1964, p. 273).

In the fourth quarter of 1964 there were four multi-fatality accidents, each of which brought death to three or more workmen, and together resulted in fatal injuries to 23.

Fourteen members of the crew of the trawler *Acadia Sea Hawk* were lost on December 1 when their fishing vessel disappeared near Sable Island, N.S., during a storm. Three farm labourers were electrocuted on November 6 when the corn conveyor they were operating touched an 8,000-volt power line on a farm at Straffordville, near St. Thomas, Ont. On December 5, three workmen of a gang laying a sewer and water pipe in a trench beside a highway were killed when a wooden shoring gave way and they were buried under earth and gravel at St. Georges de Beauce, 60 miles southeast of Quebec City. Finally, on December 31, three labourers were asphyxiated in a construction accident 56 miles south of Goodwin, Alta.

The largest number of fatalities, 66, occurred in the construction industry. Of the 66 fatalities, 27 were in miscellaneous construction, 26 in highways and bridges, and 13 in buildings and structures.

The 48 fatalities that were recorded in the transportation, storage and communication industry during the quarter were distributed as follows: 28 in local and highway transportation, 13 in railway transportation, 5 in water transportation, and 1 each in air transportation and in storage.

Of the 44 fatalities that occurred in the manufacturing industry, 12 were in iron and steel products; 8 in paper products; 7 in non-metallic mineral products; 3 each in wood products, non-ferrous metal products, and petroleum and coal products; 2 each in food and beverages and in transportation equipment; and 1 each in rubber products, in printing products, in chemical products and in miscellaneous manufacturing products.

In the mining and quarrying industry, 22 of the 32 fatalities were in metal mining, 8 in non-metal mining and quarrying, and 2 in coal mining.

In the service industry, 30 fatalities were recorded. Twelve of them occurred in the community and business service, 10 in public administration, and 8 in personal service.

The remaining 103 fatalities that occurred during the quarter were distributed as follows: 27 in the logging industry, 26 in agriculture, 22 in fishing and trapping, 17 in trade, and 11 in public utilities.

Analysis by Cause

An analysis of the 323 fatalities during the fourth quarter of 1964 shows that 83 (26 per cent) of them were the result of "being struck by different objects," in 48 of them by such objects as falling trees and limbs and landslides or cave-ins; 22 were caused by moving vehicles, and 13 were the result of being struck by tools, machinery, cranes, etc.

Seventy-five fatalities were caused by collisions, derailments, wrecks, etc.; 47 of these involved automobiles and trucks, 15 involved

(*Continued on page 355*)

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during a period under review is usually greater than indicated in the quarterly article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and the statistics are revised accordingly in the next annual review.

Royal Commission and Rehabilitation

In second report, Royal Commission on Health Services refers to the requirement for expansion of rehabilitation facilities

In Volume I of the Report of the Royal Commission on Health Services, the Commission dealt with rehabilitation in the sense of medical restoration and discussed personnel and facilities required, and referred to the value of home care programs in rehabilitation. Now, in Volume II, it gives consideration to ways in which "a rehabilitation service stimulates the co-ordination of the whole range of services required to restore the once disabled to their fullest possible role in the family and the community."

"Rehabilitation service goes beyond the scope of health services proper and, depending on the case, may involve also the services of education, welfare, training, job placement and other community services directed toward the social and economic as well as the medical aspects of the patient's illness," says the report.

Commenting on the required expansion of facilities and need for personnel if rehabilitation services are to be available to all who need them, the Commission indicates the need for health statistical agencies to discover the numbers of persons requiring services.

In Volume I, the Commission recommended "That funds be made available through the Health Sciences Research Council for research and experimentation into the creation and distribution of prosthetic devices, the development of effective techniques, and by Professional Training Grants for the training of the necessary technical personnel."

In this second volume, the Commission emphasizes the importance of maintaining appropriate standards in the training of prosthetists and orthotists as well as in the equipment used and the facilities for manufacture and fittings.

Health services are becoming increasingly interrelated with and often dependent on other community services. One of the basic components of home care plans, for instance, is a homemaker service. Other social services such as the provision of meals may be required. In this case health and social services work hand in hand. The chain of rehabilitation services, on the other hand, often means a gradual fading out of the health services proper to give way to welfare services (e.g., sheltered employment), education and training services, placement services, and various forms of follow-up services with or without medical supervision. . . .

Modern principles of rehabilitation require the closely co-ordinated interaction of a variety of health services, usually under different auspices. This may include institutions of different types and services outside institutions which require close co-ordination with organized home care programmes.

Many of these principles are recognized in the Vocational Rehabilitation of Disabled Persons Act of 1961. . . . It is indeed to the credit of all agencies concerned with the implementation of the Act that in the short time since its passage, an effective and impressive organization has been built up. The Act has, however, one serious shortcoming, namely, the restriction of its provision to vocational rehabilitation aimed primarily at the potentially gainfully employed.

This restriction excludes the large number of disabled persons who, because of age or the degree of their disability, cannot hope 'to become capable of pursuing regularly a substantially gainful occupation' but who may nevertheless profit from rehabilitation services to the extent of greater independence from the help of others.

Until all those who can profit from rehabilitation services are covered by one co-ordinated system, the co-ordination is not complete thus seriously reducing the effectiveness of the programme. Difficulties exist not only for cases obviously excluded from the provisions of the Act but also for the numerous borderline cases where much time and effort is wasted in determining under which department's jurisdiction the case may come.

We are aware that the Act is broadly interpreted and that homemaking, for instance, is specifically accepted in the agreements with the provinces as a "substantially gainful occupation," but the Act remains restricted to a concept of gainful employment. . . . In our view the provisions of the Act should apply to all disabled persons who may profit from any of the services provided under the Act, regardless of their vocational potentialities. . . .

By recommending the broadening of the Act, we make it clear that we would like to see all rehabilitation resulting from health defects co-ordinated by one agency without limiting it to certain population groups (such as the employable) or to certain types of health defects (such as either physical or psychiatric). We are equally anxious to ensure that the administering agency cover all services—health, welfare, education, employment—which can possibly aid the impaired. This is basically a matter of legislation as well as of the spirit, knowledge and intentions of those called upon to administer it, no matter what department of government they are administratively associated with. . . .

Whatever the structure of this agency, it should be responsible for rehabilitation services of all kinds for all types of health problems, including psychiatric disorders and mental retardation. The corresponding organization at the provincial and local level may follow similar patterns, integrated with the organization of health services.

Employment and Unemployment, March

An estimated 6,521,000 persons were employed in March, 61,000 more than in February. The increase was above average for this time of year.

Similarly, the labour force showed a larger than seasonal increase, advancing by 51,000 to 6,908,000.

Unemployment, at 387,000, showed little change from February. Seasonally adjusted, the March 1965 unemployment rate was 3.9 per cent.

Employment in March was 235,000 higher than a year earlier, and unemployment was 69,000 lower. The labour force, at 6,908,000, was 166,000 (2.5 per cent) higher than in March 1964.

Employment

The greater part of the February-to-March employment gain was in outdoor activities. Better-than-seasonal gains were recorded during the month in both farm and non-farm employment. Construction contributed substantially to the gain in non-farm employment. Forestry activity declined, as usual, with the onset of the annual spring break-up.

The employment gain was distributed equally between men and women. Persons 25 to 44 years of age accounted for most of the increase.

Total employment in March rose by 235,000, or 3.7 per cent, from a year earlier. Non-farm employment was up by 260,000, or 4.5 per cent. Farm employment was 25,000 lower than in March 1964.

Industrially, year-to-year gains in employment were widespread. Aside from agriculture, which continued its downward trend, all major industrial divisions shared in the improvement. Consistent with long-run growth trends, the largest part of the advance was in the service-producing industries. The service and trade industries together accounted for better than half of the entire advance in the non-farm sector. Construction employment continued at a record level for the time of year.

Employment was higher than a year earlier in all regions. The largest percentage increases were in British Columbia and the Atlantic region, the gains being 5.7 per cent and 5.6 per cent, respectively.

Unemployment

Unemployment changed little between February and March, as is usual during this period. The estimate of 387,000 was 69,000 lower than a year earlier. The over-the-year decrease was fairly widely distributed among the various age groups.

Of the 387,000 unemployed, some 246,000, or about 64 per cent of the total, had been unemployed for three months or less. An estimated 92,000 had been seeking work for four to six months, and 49,000 for seven months and more.

Persons unemployed for four months or more accounted for 36 per cent of the total, compared with 39 per cent a year earlier. This group represented a smaller proportion of the total than in any corresponding period of the past seven years.

Unemployment in March represented 5.6 per cent of the labour force, compared with 6.8 per cent in March 1964 and 8.4 per cent in March 1963. The rate in February this year was 5.8 per cent.

Unemployment rates were lower than a year earlier in all regions.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	March 1965	March 1964	March 1965	March 1964	March 1965	March 1964	March 1965	March 1964
Metropolitan	2	6	10	6	—	—	—	—
Major Industrial	12	13	10	11	4	2	—	—
Major Agricultural	5	4	9	10	—	—	—	—
Minor	26	32	28	21	4	5	—	—
Total	45	55	57	48	8	7	—	—

The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

CLASSIFICATION OF LABOUR MARKET AREAS—MARCH

—	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St. John's	Calgary Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto →VANCOUVER-NEW WESTMINSTER-MISSION CITY Windsor →WINNIPEG		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall Granby-Farnham-Cowansville Joliette Lac St. Jean Moncton New Glasgow ROUYN-VAL D'OR ← Shawinigan Sherbrooke Sydney-Sydney Mines Trois Rivieres	Brantford Fort William-Port Arthur Kingston Niagara Peninsula Oshawa Peterborough Saint John Sarnia Timmins-New Liskeard-Kirkland Lake Victoria	Guelph Kitchener →LONDON →SUDBURY	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Prince Albert Riviere du Loup Thetford-Megantic-St. Georges Yorkton	Barrie Brandon Chatham Lethbridge Moose Jaw North Battleford Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Dauphin Dawson Creek Drummondville Edmundston Gaspe Grand Falls Kentville Montmagny Newcastle Okanagan Valley Portage la Prairie Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sorel Summerside TRURO ← Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Beauharnois Belleville-Trenton Brampton Central Vancouver Island Chilliwack Cranbrook Drumheller Fredericton Goderich Grande Prairie Kamloops Lachute-Ste. Therese Lindsay Medicine Hat North Bay Owen Sound Pembroke Prince George-Quesnel Prince Rupert St. Hyacinthe St. Jean ST. THOMAS ← Sault Ste. Marie Simcoe Swift Current Trail-Nelson Walkerton Weyburn	Galt Listowel Stratford Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 207, Februaryi ssue.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	March 20	6,908	+ 0.7	+ 2.5
Employed (000)	March 20	6,521	+ 0.9	+ 3.7
Agriculture (000)	March 20	538	+ 4.9	− 4.5
Non-agriculture (000)	March 20	5,983	+ 0.6	+ 4.5
Paid workers (000)	March 20	5,462	+ 0.7	+ 5.0
At work 35 hours or more (000)	March 20	5,462	+ 1.1	+ 2.4
At work less than 35 hours (000)	March 20	864	+ 0.3	+10.1
Employed but not at work (000)	March 20	195	+ 0.5	+16.1
Unemployed (000)	March 20	387	− 2.5	−15.1
Atlantic (000)	March 20	73	− 4.0	− 1.4
Quebec (000)	March 20	153	+ 6.3	−10.5
Ontario (000)	March 20	79	−15.1	−25.5
Prairie (000)	March 20	49	+ 4.3	−18.3
Pacific (000)	March 20	33	−10.8	−26.7
Without work and seeking work (000)	March 20	362	− 1.6	−15.0
On temporary layoff up to 30 days (000)	March 20	25	−13.8	−16.7
Industrial employment (1949=100)	January	129.3	− 1.5	+ 4.9
Manufacturing employment (1949=100)	January	122.5	+ 0.5	+ 4.7
Immigration	Year 1964	112,606	—	+20.9
Destined to the labour force	Year 1964	56,190	—	+22.5
Strikes and Lockouts				
Strikes and lockouts	March	55	+10.0	+10.0
No. of workers involved	March	14,262	−46.4	+99.7
Duration in man days	March	115,260	−60.8	+24.7
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	January	$89.24	+ 4.3	+ 4.9
Average hourly earnings (mfg.)	January	$ 2.08	0.0	+ 4.5
Average hours worked per week (mfg.)	January	40.9	+ 5.4	− 0.7
Average weekly wages (mfg.)	January	$85.36	+ 5.8	+ 4.1
Consumer price index (1949=100)	March	137.3	+ 0.1	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100)	January	149.1	+ 5.7	+ 2.1
Total labour income $000,000	January	1,988	+ 0.5	+ 9.5
Industrial Production				
Total (average 1949=100)	February	223.1	+ 4.4	+ 5.7
Manufacturing	February	194.8	+ 6.3	+ 5.4
Durables	February	202.7	+ 5.2	+ 5.9
Non-durables	February	188.1	+ 7.2	+ 4.9
New Residential Construction (b)				
Starts	March	6,866	+19.3	+24.3
Completions	March	20,524	+154.6	− 6.7
Under construction	March	73,541	−16.0	+17.6

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Duration of Negotiations, 1964

Employers and labour organizations across Canada in 1964 negotiated 185 major agreements—those covering 500 or more employees, excluding those in the construction industry. These contracts covered nearly 448,000 workers.

Work stoppages preceded only 4 per cent of the settlements during the year.

Nearly three fifths of the agreements were signed within six months of the opening of negotiations. Most of the remainder were concluded after 7 to 12 months; only five settlements were reached after more than a year of bargaining activity.

Of the 185 agreements concluded during the year, 38 per cent were signed without third-party intervention. Nearly 50 per cent of the new agreements were reached with assistance from conciliation officers or conciliation boards, or in the course of post-conciliation bargaining.

Five per cent of the contracts arose from final and binding arbitration awards. Among the employers subject to these awards were a number of clothing manufacturers and hospitals in the province of Quebec, and the city governments of Ottawa, Winnipeg and Vancouver.

Seven collective agreements were signed at the other stages of negotiation. In Quebec, special government mediation brought about settlements in the textile industry and among hospitals in several municipalities. In Manitoba, an industrial inquiry commission expedited a settlement in the brewing industry, and Manitoba Hydro and The Manitoba Telephone System signed new contracts after assistance from mediation boards.

NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING 1964

Collective agreements covering 500 or more employees concluded between January 1 and December 31, 1964 exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4–6		7–9		10–12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining	27	59,300	22	33,020	13	16,980	4	11,250	4	3,550	70	124,100
Conciliation officer	10	36,290	30	34,270	17	35,230	1	1,000	2	1,950	60	108,740
Conciliation board	.....	.....	7	14,350	5	10,050	3	104,000	.....	.....	15	128,400
Post-conciliation bargaining	.....	.....	3	5,130	6	8,670	5	6,500	1	2,000	15	22,300
Arbitration	.....	.....	3	6,240	1	750	4	4,350	2	2,600	10	13,940
Work stoppage	.....	.....	1	18,000	6	9,830	1	2,100	.....	.....	8	29,930
Other	.....	.....	3	12,150	4	8,000	.....	.....	.....	.....	7	20,150
Total	37	95,590	69	123,160	52	89,510	18	129,200	9	10,100	185	447,560

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During April, May and June

(except those under negotiation in March)

Company and Location	Union
American Motors Canada Ltd., Brampton, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
Bathurst Power & Paper, Bathurst, N.B.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Building maintenance & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Bowater's Nfld. Pulp & Paper, Corner Brook, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
British Columbia Forest Products, Crofton, Celgar Ltd., Watson Island & Rayonier Canada Ltd., Woodfibre, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
CNR, North Sydney, N.S.	ILA (AFL-CIO/CLC)
CPA, system-wide	Machinists (AFL-CIO/CLC)
Cdn. Sugar Factories, Picture Butte, Raymond & Taber, Alta.	CLC-chartered locals
Chrysler Canada Ltd., Windsor, Ont.	Auto Workers, (AFL-CIO/CLC) (office empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl. Federation (CNTU) (office empl.)
Commission des Ecoles Catholiques, Montreal, Que.	Public Service Empl Federation (CNTU) (maintenance empl.)
Council of Printing Industries, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
DeHavilland Aircraft, Malton & Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Machinists (AFL-CIO/CLC)
E. B. Eddy, Parent & Lower Dumoine, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Edmonton Public School Board, Edmonton, Alta.	Public Empl. (CLC) (caretakers)
Edmonton City, Alta.	Fire Fighters (AFL-CIO/CLC)
E. S. & A. Robinson (Can.), Leaside, Ont.	Printing Pressmen (AFL-CIO/CLC)
Fraser Companies, Atholville, Edmundston & Newcastle, N.B.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
B. F. Goodrich, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hollinger Consolidated Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
International Harvester Co. of Canada, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, British Columbia Forest Products & Elk Falls Co., B.C. coast	Papermakers (AFL-CIO/CLC)
MacMillan, Bloedel & Powell River, Cdn. Forest Products, Crown Zellerbach of Canada, Elk Falls Co. & Rayonier Canada Ltd., B.C. coast	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn. of Ontario, Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Motor Transport Industrial Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Saskatchewan Government	Sask. Govt. Empl. Assn. (Ind.) (labour service empl.)
Saskatchewan Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Scott La Salle, Longueuil, Que.	Empl. Assn. (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC-chartered local
White Spot Restaurants, Vancouver & Victoria, B.C.	White Spot Empl. Union (Ind.)
Winnipeg Metro., Man.	Public Empl. (CLC)

Part II—Negotiations in Progress During March

(except those concluded in March)

Bargaining

Abitibi Power & Paper & subsids., Que., Ont. & Man.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Air Canada, system-wide	Air Line Flight Attendants (CLC)

Company and Location	Union
American Can Co. of Canada, Hamilton, Simcoe, Ont. & Montreal, Que.	CLC-chartered locals
Asbestos Corp. & Flintkote Mines, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
Associated Fur Industries, Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce & Office Empl. (CNTU)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (male empl.)
Assn. Patronale des Services Hospitaliers, Quebec, Que.	Service Empl. Federation (CNTU) (female empl.)
Bowaters Mersey Paper, Anglo-Cdn. Pulp & Paper, Domtar Newsprint & James MacLaren Co., N.S. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
B.C. Hydro & Power Authority	IBEW (AFL-CIO/CLC)
B.C. Hydro & Power Authority	Office Empl. (AFL-CIO/CLC)
Burnaby District, B.C.	Public Empl. (CLC) (outside, inside empl. & foremen)
Calgary City, Alta.	Public Empl. (CLC) (inside empl.)
Calgary City, Alta.	Public Empl. (CLC) (outside empl.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Calgary Power & Farm Electric Services, Alta.	Calgary Power Empl. Assn. (Ind.)
Cdn. Industries Limited, Brownsburg, Que.	Mine Wkrs. (Ind.)
Cdn. International Paper & New Brunswick International Paper, N.B. & Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), International Operating Engineers (AFL-CIO), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & Plumbers (AFL-CIO/CLC)
Canada Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Johns-Manville, Port Union, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers' Assn., Toronto, Hamilton, London, Ottawa, Ont. & Montreal, Que.	Lithographers & Photo Engravers (AFL-CIO)
Cdn. Marconi, Montreal, Que.	Marconi Empl. Council (Ind.)
Catelli Food Products, Montreal, Que.	Bakery Wkrs. (CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Nicauba, Que.	Bush Wkrs., Farmers' Union (Ind.)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Trenche Dist., Que.	Bush Wkrs., Farmers' Union (Ind.)
Consumers Glass, Ville St. Pierre, Que.	CNTU-chartered local
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Coal, Glace Bay, N.S.	Mine Wkrs. (Ind.)
Dominion Rubber (Footwear & Warehouse Divs.), Guelph & Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dominion Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Domtar Newsprint & Domtar Construction Materials, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Newsprint, Red Rock, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), & International Operating Engineers (AFL-CIO)
Domtar Pulp & Paper (Howard Smith Paper Div.), Cornwall, Ont.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dunlop Canada Limited, Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Eastern Canada Stevedoring & other companies, Toronto, Ont.	ILA (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assn. of Montreal, Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S.	Machinists (AFL-CIO/CLC)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (canning & cold storage empl.)
Fisheries Assn. of B.C.	United Fishermen (Ind.) (tendermen)
Fittings Limited, Oshawa, Ont.	Steelworkers (AFL-CIO/CLC)
Fur Mfrs. Guild, Montreal, Que.	Butcher Workmen (AFL-CIO/CLC)
Fur Trade Assn. of Canada, Montreal, Que., Toronto, Ont. & Winnipeg, Man.	Butcher Workmen (AFL-CIO/CLC)

Company and Location	Union
Great Lakes Paper, Fort William, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Hamilton City, Ont.	Public Empl. (CLC) (inside empl.)
Hamilton City, Ont.	Public Empl. (CLC) (outside empl.)
Hawker Siddeley (Canadian Car Div.), Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
H. J. Heinz Co. of Canada, Leamington, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Hopital General St-Vincent de Paul & Hopital d'Youville et Hospice du Sacre-Coeur, Sherbrooke, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Frontenac (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Hudson Bay Mining & Smelting, Flin Flon, Man.	CLC-chartered local, Machinists (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Boilermakers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), Painters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
International Harvester Co. of Canada, Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Kimberly-Clark Paper, Terrace Bay, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
KVP Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kellog Company, London, Ont.	Millers (AFL-CIO/CLC)
Lake Asbestos of Quebec, Black Lake, Que.	Mining Empl. Federation (CNTU)
London City, Ontario	Public Empl. (CLC) (outside empl.)
Walter M. Lowney Co., Sherbrooke, Que.	Bakery Wkrs. (CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Manitoba Hydro	IBEW (AFL-CIO/CLC)
Manitoba Telephone System	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Manitoba Telephone System	IBEW (AFL-CIO/CLC) (electrical craft empl.)
Marathon Corp., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Molson's Brewery Quebec Ltd., Montreal, Que.	Molson's Empl. Assn. (Ind.)
Montreal Transportation Commission, Montreal, Que.	Public Service Empl. Federation (CNTU)
New Brunswick Power Commission, province-wide	IBEW (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Northern Electric Empl. Assn. (Ind.)
Northern Electric, Montreal, Que.	Northern Electric Office Empl. Assn. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
Ontario-Minnesota Paper, Fort Frances & Kenora, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Ontario Paper, Thorold, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC), IBEW (AFL-CIO/CLC), Machinists (AFL-CIO/CLC), Firemen & Oilers (AFL-CIO/CLC), Plumbers (AFL-CIO/CLC), Carpenters (AFL-CIO/CLC), ILA (AFL-CIO/CLC) & International Operating Engineers (AFL-CIO)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Provincial Paper, Thorold, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Provincial Transport, Montreal, Que.	Public Service Empl. Federation (CNTU)
Quebec Hydro-Electric Commission, Montreal & other centres	Quebec Hydro-Electric Commission Office Empl. Syndicate (Ind.)
Quebec Iron & Titanium, Sorel, Que.	Metal Trades' Federation (CNTU)
Quebec North Shore Paper, Baie Comeau, Franquelin & Shelter Bay, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Quebec North Shore Paper & Manicouagan Power Co., Baie Comeau, Que.	Papermakers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
RCA Victor, Montreal, Que.	RCA Salaried Empl. Assn. (Ind.)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Rothmans of Pall Mall Canada Ltd., Quebec, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Institutions (Ind.)
Saskatoon City, Sask.	Public Empl. (CLC) (inside & outside empl.)
Sask. Provincial Hospitals, Moose Jaw, North Battleford, Prince Albert & Weyburn, Sask.	CLC-chartered local & Public Empl. (CLC)

(Continued on page 383)

Annual Meeting, U.S. National Council on Aging

Theme of Council's 14th Annual Meeting: "The Older American in the Great Society." Topics discussed include employment and training of older workers, preparation for retirement

Employment of older workers, their training, retirement, preparation for retirement, and the role of senior centres in the war on poverty were among topics given detailed discussion at the 14th Annual Meeting of the U.S. National Council on Aging held in Washington last month. The theme of the conference was "The Older American in the Great Society."

At a workshop on the training of older workers it was pointed out that one of the difficulties lay in the possibility that training authorities might discriminate against older persons in the selection of trainees because of the greater difficulty of finding jobs for them at the completion of training. It was generally agreed that older workers could be successfully trained and that they had a right to the opportunity.

It was pointed out that industry had a responsibility for training within industry to enable continuation of employment, but that the need for basic education among so many older people was a responsibility of society as a whole.

An example of the successful training of older workers was given in the retraining of some 550 unemployed coal miners for work in copper mines. The group ranged in age from 21 to 45 years; a considerable number were in the upper ages in the range. Many of the group had been unemployed for six months or longer prior to retraining.

Some deplored that the upper age limit for eligibility in this program had been restricted to 45.

A further example was given of persons with relatively low educational levels being successfully trained for sub-professional jobs in data processing. Trainees ranged in age from 18 to 46 years and in educational levels from *no* high school to four years of college. The course lasted 30 weeks. This experience indicated that those with a basic education at the junior high school level could, with proper training, fill many jobs in electronic data processing.

It was generally agreed by those present that a worker of 45, probably in the prime of his life, should *not* be relegated to a low-paid job, but should have the opportunity to improve his qualifications and be upgraded. Failure of society to recognize this and to act could mean the starting of a new round of poverty.

The Vice-President of the United States, Hon. Hubert H. Humphrey, spoke on the opening day of the conference. He drew attention to the effects on older people of the greatest technological revolution in history. He pointed out that elderly people needed help to adjust to these changes.

Vice-President Humphrey called for specific action on the job front by combatting discrimination against older people and providing the opportunity for full-time, part-time or volunteer employment. On the education front he urged expanded opportunities for lifetime learning, including vocational studies. He urged a creative partnership of government, industry, labour, education, foundations, voluntary agencies and others in breaking new intellectual ground in services for the elderly.

Senator Robert F. Kennedy, speaker at the Ollie A. Randall Award Dinner, spoke strongly in favour of higher benefits for the aging under social security. "Social security," he said, "may provide a floor of protection to our elderly, but it is a floor without a carpet; and the nails come through". He discussed at considerable length ways by which higher benefits might be financed through a limited use of general revenue financing.

The need for "preparation for retirement" programs was discussed in detail at one panel session. It was generally agreed that such programs were needed. The discussion leaders pointed out that to be successful these programs must have the full support of top management.

The experience of one successful program in Connecticut was described. This program which was sponsored jointly by management and the local union, in addition to providing the participants with valuable information, had proved a valuable tool for bringing people closer together and proved that labour and management could work harmoniously on problems of mutual concern.

Other topics covered at the conference included health, community services, housing, protective services, social action and the training of non-member volunteers.

In addition to delegates from many parts of the United States, six delegates from Canada attended, including representation from the executive planning committee of the forthcoming Canadian Conference on Aging.

Women Workers in Canada, 1954-1964

Increases during 1954-64 decade in number of women in labour force and in number in employment were greater than comparable increases for men. Female labour force now almost two million

A greater numerical increase for women than for men occurred during the 1954-1964 period in the labour force and the number employed.

Married women in the labour force now exceed their single sisters by 240,000 but female workers as a whole are far outnumbered. The male labour force totals close to five million; the women number slightly under two million.

The male participation rate (number in the labour force as a percentage of the population) has been decreasing consistently since 1950, while the female rate has been increasing. In 1964 three out of every ten women over 14 years of age were in the labour force.

The Labour Force

The Labour Force constitutes the non-institutional civilian population over 14 years of age who at the time of the survey were employed or seeking employment. It includes paid workers, own account workers, employers and unpaid family workers.

The term "employed" includes all those in paid employment, unpaid family workers and those with a job who were not at work because of weather, illness, industrial dispute, vacations, or taking time off for other reasons. Housewives and students who worked part time during the survey week are also included.

Women in 1964 comprised 28.8 per cent of the employed, a numerical increase of 700,000 since 1954. This represents an increase of 58.4 per cent for women, while male employment showed a numerical increase of 652,000 or 16.1 per cent.

Where do the working women live?—By far the largest number, 40 per cent of the total, are in Ontario. Quebec accounts for some 27 per cent. The smallest portion is in the Atlantic region, which accounts for 8 per cent. Of the remainder, approximately 17 per cent are from the Prairie region and 9.4 per cent from British Columbia.

Participation by Age—The 45- to 54-year-old group more than doubled since 1954 and is now third in ranking by percentage, compared with fifth in 1954.

The 35- to 44-year-old group is the largest, whereas the 25 to 34 group was the largest in 1954.

The only age group to show a decrease in the participation rate was the 14- to 19-year group—33.6 per cent to 29.9 per cent.

Marital Status—The most striking feature to emerge from the review, based on *Special Tables* of the Dominion Bureau of Statistics, is the steadily rising number of married women entering the labour force. *The Special Tables* are 12-month averages of data obtained from a monthly sample survey of about 30,000 households.

A consistent annual increase has occurred since 1959, when the percentage of married women in the female labour force stood at 44.3, until in 1964, when married women accounted for more than half the total. In the one-year period alone from 1963 to 1964 the number of married women entering the labour force outnumbered single entrants by five to one.

Of all married women in 1964, 24.2 per cent were in the labour force; of the single women, 48.5 per cent.

The Economic Council of Canada in its First Annual Review, *Economic Goals for Canada to 1970,* states that "By the end of the decade, about three out of every ten married women are expected to be in the labour force, compared with only one out of ten in 1950."

Hours of Work—Despite the considerable increase in the number of women who usually work less than 35 hours per week—from 11.2 per cent in 1954 to 20.9 per cent in 1964—only one woman in five works part time. In 1954 it was every eighth woman.

Occupations and Industry—A shift in labour demand from goods-producing industries to service-producing industries, and the increased demand for clerical workers characterizes the decade.

Service occupations, exclusive of professional services, show a 57.7-per-cent female composition, and women account for 63.7 per cent of all clerical workers.

Within a number of selected industries and occupations—selected because women are not represented in sufficient number in all—communications is the only group where the percentage of women in the total has decreased since 1954. This group includes telephone and telegraph operators, radio and television announcers and equipment operators.

TEAMWORK in INDUSTRY

Relations between city officials of Jacques-Cartier, Que., and employee representatives have been brightened and made more co-operative and progressive since the introduction of joint consultation approximately a year ago. At that time, the city council, together with union representatives, of policemen, firemen and other municipal employees, established labour relations committees whose prime duty is to promote positive co-operation by eliminating misunderstanding and improving morale.

Broader and fuller communication between city officials and civic employees, and between the city and the general public, is one characteristic of the new program. Hon. Pierre Laporte, Quebec Minister of Municipal Affairs, has described the results of the Jacques-Cartier innovation as "an example to other municipalities." Four separate committees are serving the departments of administration, public works, police and fire.

Questioned as to the philosophy behind the improved relationships enjoyed by the city's management and employees, Robert Bisaillon, director of personnel, replied: "Human dignity is an important element of sound labour relations. Appreciation of its worth is being demonstrated by both employer and employees."

Union reaction to the committees is unanimously enthusiastic. The presidents of the four unions representing civic employees were canvassed recently for opinions:

—Albert Petitclerc, Canadian Union of Public Employees, Local 307: "The Committees are promoting good labour-management relations between civic officials and employees. We appreciate, above all, the frankness always present at our meetings."

—Claude Gauthier, Canadian Union of Public Employees, Local 306: "Although the committees were set up only recently, a distinct improvement in relations has already been felt. The committees are making teamwork and positive co-operation possible, settling grievances in their initial stages, improving morale, and creating a climate of understanding."

—Napoléon Raymond, International Association of Firemen of America, Local 1480: "Sincerity and frankness governed the signing of our first agreement. There is an atmosphere of friendliness and real understanding."

—Sgt. Gaétan Chrétien, Brotherhood of Policemen of the City of Jacques-Cartier: "For five years we had not signed a collective agreement directly with our employer. The one we signed recently was described by M. Pierre Laporte, Quebec Minister of Municipal Affairs, as a model for the province. We are certain that management and members of the Brotherhood will get along very well together and will be an inspiration to the neighbouring cities."

One example of the way relations between the city and its employees have improved since the introduction of joint consultation was provided by the Brotherhood of Policemen. Their latest collective agreement—the first in five years to be signed directly with the employer—was reached "following two bargaining sessions and with no disagreement." Since 1956 the Brotherhood has been under the direction of Sgt. Gaétan Chrétien, president, and Lieut. Michel St-Jean, secretary-treasurer.

City council, headed by Mayor Jean-Paul Vincent, boasts a written philosophy to guide city officials in their dealings with employees. The five points of the code are designed to promote co-operation and high morale by: (1) increasing communication between civic services and union representatives; (2) giving workers better training; (3) keeping employees posted on matters which concern them in order to prevent rumours that undermine morale; (4) keeping employees informed about city policies; (5) giving each employee individual attention, and using selection methods based on scientific criteria.

* * *

First steps have been taken to organize a unified social club for all Fraser Valley Milk Producers' Association employees and their families in Burnaby, B.C. The FVMPA Labour-Management committee has appointed two retail salesmen, John Dance and Andy Daoust, to explore the possibilities of founding a company-wide club and to arrange an organizing meeting.

Bargaining agents are Brotherhood of Teamsters, Local 464; International Union of Operating Engineers, Local 115; and the International Association of Machinists, Lodge 1857.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

91935—3½

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during February. The Board granted four applications for certification and rejected one application for certification. During the month the Board received 12 applications for certification and allowed the withdrawal of two such applications.

Applications for Certification Granted

1. Truckers, Cartagemen, Construction and Building Material Employees, Local Union No. 362 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers, including drivers of leased equipment other than owner-operators, and dockmen employed by M & P Transport Ltd. working in and out of its terminals at Edmonton and Calgary, Alta. (L.G., Mar., p. 245). The Association of Employees of M & P Transport, which had been the certified bargaining agent, had intervened.

2. Canadian Union of Public Employees on behalf of a unit of process operators employed by Atomic Energy of Canada Limited in the Reactor Operations Section of the Engineering Branch of the company's Whiteshell Nuclear Research Establishment at Pinawa, Man. (L.G., Mar., p. 246).

3. General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers-swampers-warehousemen employed by Fleet Express Lines Ltd., Vancouver, B.C. (L.G., Mar., p. 246).

4. Construction and supply Drivers and Allied Workers Teamsters Local Union No. 903, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of mail truck drivers employed by Autobus Yvan Lévis Ltée, Chomedey, Que. (L.G., Mar., p. 246).

Application for Certification Rejected

Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76, and Transport Drivers, Warehousemen and Helpers Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Speedway Express Ltd., Ville St-Laurent, Que., respondent (L.G., Mar., p. 245). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

Applications for Certification Received

1. Truckers, Cartagemen, Construction and Building Material Employees, Local No. 362, and General Drivers, Warehousemen and Helpers, Local Union No. 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of unlicensed personnel employed by Bicknell Freighters Ltd., Calgary, Alta. (Investigating Officer: G. H. Purvis).

2. Seafarers' International Union of Canada on behalf of a unit of unlicensed personnel employed by Chimo Shipping Limited, St. John's, Nfld. (Investigating Officer: W. J. Gillies) (See "Applications for Certification Withdrawn" below).

3. International Association of Machinists on behalf of a unit of clerical employees of Quebec North Shore and Labrador Railway Company employed in its Engineering Department at Sept-Iles, Que. (Investigating Officer: R. L. Fournier).

4. Western Truckers Union on behalf of a unit of drivers, dockmen and maintenance employees employed by Bicknell Freighters Ltd., Calgary, Alta. (Investigating Officer: G. H. Purvis).

5. Trans-Canada Air Lines Sales Employees' Association on behalf of a unit of employees of Air Canada, Montreal, Que. (Investigating Officer: Miss M. P. Bigras).

6. International Union of Operating Engineers, Local 882, on behalf of a unit of power plant engineers employed by the National Harbours Board, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

7. Transport Drivers, Warehousemen and Helpers Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by Robert Transport Ltée, Rougemont, Que. (Investigating Officer: R. L. Fournier).

8. International Union of Operating Engineers, Local 115, on behalf of a unit of crane operators employed on log barges by Straits

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Ministry of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Barge Limited, Vancouver, B.C. (Investigating Officer: G. H. Purvis).

9. General Drivers, Warehousemen and Helpers Local 979, Teamsters, Chauffeurs, Warehousemen and Helpers Local Union No. 880, General Truck Drivers Union Local 938, and Transport Drivers, Warehousemen and Helpers' Union Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers, dockmen and mechanics employed by Reimer Express Lines Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

10. Chauffeurs, Teamsters and Helpers, Local Union No. 395 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers employed by Comet Transport Limited, Winnipeg, Man. (Investigating Officer: C. Arthur Frey).

11. Transport Drivers, Warehousemen and Helpers' Union Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of chauffeurs, mechanics and maintenance men employed by Houle Express Ltd., St-Rémi, Que. (Investigating Officer: R. L. Fournier).

12. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed by Lyttle Brothers Limited, North Vancouver, B.C. (Investigating Officer: G. H. Purvis).

Applications for Certification Withdrawn

1. Transport Drivers, Warehousemen and Helpers Union, Local 106, General Truck Drivers Union, Local 938, and General Truck Drivers Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, appli-

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

cants, Overnite Express Limited, Hull, Que., respondent, and Association of Employees of Overnite Express Ltd. (Quebec), intervener, and The Association of Ontario Employees of Overnite Express Limited, intervener (L. G., Mar., p. 245).

2. Seafarers' International Union of Canada, applicant, Chimo Shipping Limited, St. John's, Nfld. respondent, (unlicensed personnel) and District 50, United Mine Workers of America, intervener (application received during month).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Canadian National Steamship Company Limited (Pacific Coast Service) (Steward's Department), Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe).

2. Foundation Maritime Ltd., Halifax, N.S., and Local 315A of the Canadian Brotherhood of Railway, Transport and General Workers (licensed personnel) (Conciliation Officer: D. T. Cochrane).

3. Foundation Maritime Ltd., Halifax, N.S., and Local 315A of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed and shore personnel) (Conciliation Officer: D. T. Cochrane).

4. Adams Cartage Ltd., Windsor, Ont., and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Sydney Emmerson).

5. Lakehead Terminal Elevators Association, Port Arthur and Fort William, Ont., and Local 650 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: C. Arthur Frey).

6. TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (Conciliation Officer: C. Arthur Frey).

7. Consolidated Aviation Fueling of Toronto Limited, Toronto International Airport, and International Association of Machinists (Conciliation Officer: T. B. McRae).

8. The Toronto Harbour Commissioners, and Locals 1842 and 1869 of the International Longshoremen's Association (Conciliation Officer: T. B. McRae).

9. Millar and Brown Limited, Cranbrook, B.C., and Locals 31, 181, 362 and 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

10. National Harbours Board, Port of Saint John, N.B., and National Harbours Board Employees' Federal Union No. 24 of Saint John (C.L.C.) (Conciliation Officer: H. R. Pettigrove).

11. Veteran Transfer Ltd., Edmonton, Alta., and the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. H. Purvis).

Settlements Reported by Conciliation Officers

1. Foundation Maritime Ltd., Halifax, N.S., and Local 315A of the Canadian Brotherhood of Railway, Transport and General Workers (licensed personnel) (Conciliation Officer: D. T. Cochrane) (see above).

2. Foundation Maritime Ltd., Halifax, N.S., and Local 315A of the Canadian Brotherhood of Railway, Transport and General Workers (unlicensed and shore personnel) (Conciliation Officer: D. T. Cochrane) (see above).

3. Gill Interprovincial Lines Ltd., Toronto, and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L.G., Feb., p. 138).

4. Eastern Canada Stevedoring (1963) Ltd., and Local 5197 of the United Steelworkers of America, Sept Iles, Que. (Conciliation Officer: C. E. Poirier) (L.G., Sept. 1964 p. 805).

5. Canadian Lake Carriers Negotiating Committee (23 companies) and Seafarers' International Union of Canada (licensed division) (Conciliation Officers: C. E. Poirier and T. B. McRae) (L.G., Aug. 1964 p. 717).

Conciliation Boards Appointed

1. Canadian Pacific Railway Company S.S. *Princess of Acadia* and Canadian Brotherhood of Railway, Transport and General Workers (engineer officers and electrical engineer officers) (L.G., Dec. 1964 p. 1108).

2. TransAir Limited, St. James, Man., and Lodge 2223 of the International Association of Machinists (L.G., Dec. 1964 p. 1108).

(Continued on page 353)

Legal Decisions Affecting Labour

Saskatchewan Court of Appeal upholds injunction restraining picketing. British Columbia Supreme Court rules arbitration board has power to adjudicate grievance, decide reinstatement

In Saskatchewan, the Court of Appeal has upheld an injunction against peaceful picketing on the ground that the predominant purpose of picketing and placarding was not to disseminate information but to induce a breach of contractual relations between the company and its employees and between the company and its subcontractors.

In British Columbia, the Supreme Court refused to order the arbitration board constituted under a collective agreement to state, pursuant to the British Columbia Arbitration Act, certain questions of law arising during arbitration proceedings for the opinion of the Court, and ruled that the board had jurisdiction to adjudicate a grievance, to decide whether or not the company breached a collective agreement in discharging an employee, and whether a reinstatement order should be made.

Saskatchewan Court of Appeal . . .

. . . rules that picketing whose purpose is to induce breaches of contracts is unlawful

On June 26, 1964, the Saskatchewan Court of Appeal upheld an order of Chief Justice Bence granting an injunction restraining the members of the Construction and General Labourers Local Union No. 890 from picketing or placarding the building projects of Poole Construction Company Limited. The Court held that the predominant purpose of the picket line was not to disseminate information but was to create a situation that would result in a cessation of work and bring about a breach of contractual relations between the company and its employees, and between the company and its subcontractors.

It was further held that in Saskatchewan it was not a condition precedent to the commencement of a representative action for damages to prove the existence of a trust fund available to satisfy the claim.

Poole Construction Company Ltd., a general contractor, had entered into a contract to construct four buildings for the University of Saskatchewan. The company, in the ordinary course of its business as a contractor, entered into four contracts with Stodola Concrete (Sask.) Ltd. for the supplying and placing of concrete for the buildings. Stodola Company was "non-unionized."

The Construction and General Labourers Union, Local 890, was the certified bargaining agent for Poole's employees and entered into a collective bargaining agreement with the company, effective April 10, 1963. The agreement did not require Poole Construction Company to deal only with subcontractors employing union men. The union was aware that three of the contracts with Stodola Company were in existence prior to the collective bargaining agreement being signed.

When, in June, Stodola Company delivered concrete to the projects, the union representatives set up a picket line. As a result, all of Poole's employees and those of various subcontractors left and refused to work.

The number of pickets was comparatively few and the picketing was peaceful. The placards displayed read: "Union Men Refuse to Work with Men Receiving Less Wages and Conditions"; "Take Notice that Stodola Concrete Not Paying Rates and Conditions"; "Take Notice that Poole Construction Company Limited Subcontracting to Contractors Not Paying Rates and Conditions".

Conflicting affidavits were filed with the Court on behalf of Poole Construction Company and the union. From the affidavits filed on behalf of the company there was evidence of coercion and intimidation, which was denied in the affidavits filed on behalf of the union. Mr. Justice Brownridge, in his reasons for judgment, stated that if the evidence on behalf of the company were accepted, there was proof of unlawful means in relation to the tort of conspiracy. The Chamber judge, however, did not make any finding on this matter and rested his judgment on the unlawful purpose of the picket line rather than the unlawful means alleged to have been employed.

Although it would be open for the Court of Appeal to deal with this aspect of the case, the main argument on appeal was directed to the purpose for which the picket line

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

was established, and this was the matter which Mr. Justice Brownridge considered, after dealing with a number of preliminary objections.

One of the preliminary objections disposed adversely to the union by the Chamber judge was that, before commencing its action for an injunction and damages, the company was required by Rule 45* to obtain a representative order of the Court based on material showing: (a) that the persons proposed to be sued can be fairly stated to represent all others having the same interest in the cause; (b) that the body of persons sought to be sued through such representatives are possessed of a trust fund available to satisfy the plaintiff's claim; and (c) that the persons designated as representatives have the management of the affairs of the union sought to be sued and have access to the trust fund. These propositions were based on Ontario decisions.

Mr. Justice Brownridge, in considering these objections, noted the present law and practice in Saskatchewan. The interpretation of Rule 45 is that it was only when one or more persons sought to *defend* in any representative action that they were required to be authorized by the Court so to do and that no order to sue in a representative capacity was required. Similarly, in cases involving labour unions, practice has not required either a representative order or proof of the existence of a trust fund as a condition precedent to commencing an action.

Further, the authorities stated that a trade union cannot sue in its own name nor can it be sued. But a trade union can sue in a representative action and may be sued in such an action if the parties selected as defendants are persons who from their positions may be taken to fairly represent the union. He further noted that the difficulty in enforcing any judgment that may be obtained is not a matter to be considered on the application.

In its pleadings the company alleged that the union was possessed of a trust fund that could be resorted to in satisfaction of the company's claims, but no evidence was adduced to establish this allegation. Counsel for the company conceded that to enforce a judgment for damages in a representative action against a union he would have to establish that he had in fact sued the trustees of the union funds if he wished to resort to those funds for the satisfaction of the judgment.

Mr. Justice Brownridge ruled that in Saskatchewan it is not a condition precedent to the commencement of such a representative action for damages against the union to prove the existence of a trust fund.

Another preliminary objection raised was that the company's pleadings disclosed no cause of action and, specifically, that the claim for unlawful conspiracy could not be maintained. The Chamber judge rejected this argument and pointed out that it was unnecessary for his disposition of the case to decide whether, in fact, there was a trade dispute. He left that matter to be decided by the trial judge but indicated that, in his opinion, there was not a trade dispute. On the appeal, it was contended that the Chamber judge should have found that a trade dispute existed.

It was clear to Mr. Justice Brownridge that there was no dispute between the company and its employees, and he agreed with the Chamber judge that it was unnecessary to decide whether or not there was a trade dispute between the union and the company. He also shared the doubts of the Chamber judge as to the existence of a trade dispute.

Section 22 of the Trade Union Act provides: "Any act done by two or more members of a trade union, if done in contemplation or furtherance of a trade dispute, shall not be actionable unless the act would be actionable if done without any agreement or combination."

Mr. Justice Brownridge pointed out that if there was a trade dispute in this case, and if the company's claim were confined to that of a conspiracy to injure the plaintiff in his trade, then Section 22 would be a defence, because the action complained of would not be actionable if done by an individual.

But the company's claim was not confined to such a conspiracy. It was also based on the allegation that the union conspired to interfere with the contractual relations between the company and its employees and between the company and its subcontractors. He found this to be a good cause of action and quoted Viscount Simon in *Crofter Hand-Woven Harris Tweed Co. v. Veitch* (1942) AC 435, at 442:

> If C has an existing contract with A and B is aware of it and persuades or induces C to break the contract with resulting damage to A, this is generally speaking, a tortious act, for which B will be liable to A for the injury he has done him.

He then stated that if the company could show that the real purpose of the conspiracy was not the advancement of the interests of the union, but was to bring about breaches of contract between the company and its employees and subcontractors, the purpose of the combination was unlawful.

*R. 45 of the Queen's Bench Rules provides:

"45. Where there are numerous persons having the same interest in one cause or matter, one or more of such persons may sue or be sued, or may be authorized by the court to defend in such cause or matter, on behalf of or for the benefit of all persons so interested."

Counsel for the union argued that there was no proof of the actual breaches of these contracts.

Mr. Justice Brownridge noted that the Supreme Court of Canada had held in *Gagnon v. Foundation Maritime Ltd.* (L.G. 1961, p. 939) that it was not necessary to prove that actual breaches of contract took place to sustain the plea of conspiracy where the evidence supported the allegation of wrongful conspiracy to procure, cause and induce employees to abstain from work.

Counsel for the union contended that the trial judge should have found on the evidence that the members of the trade union were entitled to peacefully placard and picket the company's work project, and that, instead of holding that their actions were for an unlawful purpose, he should have found that the object was the legitimate promotion of the interests of the union.

Mr. Justice Brownridge noted that the purpose for which a picket line is established is really a question of fact to be determined in the circumstances of each case. He arrived at the same conclusion as the Chamber judge, namely, that the predominant purpose of the picket line in the case at bar was not to disseminate information, but was to create a situation that would result in a cessation of work and bring about a breach of contractual relations between the company and its employees, and between the company and its subcontractors.

In support of this conclusion, Mr. Justice Brownridge quoted Mr. Justice Ritchie in *Gagnon v. Foundation Maritime Limited, supra*:

> Although the picketing itself was, in my opinion, peaceful, it would be totally unrealistic to regard it as an exercise of any right of employees to peacefully inform other persons that they were on strike. There is no evidence that there was anything in the nature of a strike in progress before the placards were paraded and the picket line established. The purpose of the picketing and parading of placards was not to inform other people that a strike existed but rather to create a situation which would result in a cessation of work . . .

A further objection raised by the union was the grievance procedure provided for under the collective bargaining agreement between the union and the company had not been resorted to before the commencement of the action, in accordance with the requirement to this effect in respect to disputes as provided in the contract. Mr. Justice Macguire concurred in the reasoning of the Chamber judge that the existence of a good reason to believe that there was no genuine trade dispute warranted the granting of the injunction. He was further of the opinion that the grievance procedure provided under the contract was not applicable to the situation and facts under consideration.

The Court dismissed the appeal and ruled that the injunction be continued until the trial or other final disposition of the action. *Poole Construction Company Limited v. Horst et al,* (1964) 49 W.W.R. Part 5, p. 270.

British Columbia Supreme Court . . .

. . . refuses to interfere with arbitration proceedings under a collective agreement

On February 24, 1964, Mr. Justice Munroe of the British Columbia Supreme Court dismissed an application by Westeel Products Ltd. for an order that an arbitration board under collective agreement be directed, pursuant to Section 22 of the British Columbia Arbitration Act*, to state in the form of a special case for the opinion of the Court, certain questions of law allegedly arising during arbitration proceedings, when the board, having been requested to state same, had declined to do so.

The Court held that it would impair the practical usefulness of boards of arbitration under collective agreement if, on every difference on the admissibility of evidence, the dissatisfied party could seek the adjournment of arbitration proceedings to have a case stated.

Further, the Court held that the board had jurisdiction under the collective agreement to adjudicate the grievances and it was for the board to decide whether a collective agreement was violated and whether a reinstatement order should be made.

The grievance arose when Westeel Products Ltd., which had a collective agreement with Local 3229 of the United Steelworkers of America, dismissed an employee for violation of one of the company's rules. In due course, the union submitted the dispute to arbitration in accordance with the provisions of the collective agreement and the board of arbitration was properly and legally constituted.

The collective agreement provided for the right of the company to operate and manage its business in all respects, and for the company's right to hire, promote, demote, layoff and discharge the employees, provided, however, that this would not be used contrary to the provisions of the agreement. Further, the agreement provided that the disputes regarding the meaning or application or violation of the collective agreement (including a dispute as to whether or not a matter upon

*Section 22 of the Arbitration Act reads as follows:

S.22. A referee, arbitrator, or umpire may at any stage of the proceedings under a reference, and shall if so directed by the Court or a Judge, state in the form of a special case, for the opinion of the Court, any question of law arising in the course of the reference.

which arbitration had been sought came within the scope of the agreement) could be submitted to arbitration, and that, in cases of violation of collective agreement, the board may order the company to compensate the employee for lost wages.

When the board of arbitration convened in December 1963, counsel for the company raised two preliminary objections, namely (1) that the board of arbitration was without jurisdiction to adjudicate upon the grievance since it did not allege any violation of the collective agreement on the part of the employer, and (2) that under the terms of the collective agreement the board was without power to order reinstatement as claimed by the grievance.

In support of these preliminary objections, counsel for the employer, during argument, sought to introduce as evidence not only the current collective agreement, but also two previous (expired) agreements. Counsel for the union objected to the board's admitting or examining the earlier collective agreements, and his objection was sustained by the board.

Counsel for the employer then asked the board to state a case for the opinion of the Court in respect of the preliminary objections. The board refused to do so. It held that the dispute raised by the grievance was arbitrable and that it had jurisdiction to adjudicate thereupon.

Counsel for the employer then announced that the employer intended to withdraw from the hearing so as not to prejudice its position and that the employer intended to apply to the Court for an order requiring the board to state a case. Thereupon the company withdrew from the hearing. At the request of counsel for the union, the board then adjourned, without having heard any evidence, so that the union could consider its position.

The board reconvened five weeks later in the presence of all parties. Meanwhile, no application had been made to the Court by any party. Counsel for the employer again restated the preliminary objections and the board ruled again that the preliminary objections were without merit and that the grievance was arbitrable and that it should proceed to hear the evidence relating to the grievance. The board also restated its refusal to permit the employer to tender as evidence the two earlier collective agreements for the purpose of construing the present agreement.

Counsel for the employer then again applied for an adjournment to enable the employer to apply to the Court for an order requiring the board to state a case for a ruling as to whether or not the board was right in refusing to admit in evidence the two previous collective agreements. The board ruled that the hearing should proceed.

Then the company withdrew from the hearing and the board proceeded to hear the evidence on behalf of the union. But the board has reached no decision with respect to the grievance and has made no award. Once the company made application to the Court, the board decided to give no further consideration to the matter until after the application had been heard and determined by the Court.

In its application to the Court, the company submitted several questions of law, which can be summarized as follows: Was the board correct in rejecting the company's submission that, in order to determine whether or not the board had jurisdiction to adjudicate upon the grievance and to determine whether or not it had the power to order the company to reinstate the employee, it should have admitted in evidence the two earlier collective agreements; was the board correct in holding that it had jurisdiction to adjudicate the grievance; did the board misconduct itself so as to be disqualified from making an award; whether or not, under the terms of the collective agreement, the board had the power to direct the company to reinstate the employee or merely to award lost wages.

Mr. Justice Munroe, in considering the application, noted that the issues raised were questions of law. Further, he noted that, by the terms of the collective agreement, the parties had agreed that the arbitrators should have power to interpret "the meaning or application of the agreement (including a difference relating to whether or not a matter upon which arbitration has been sought comes within the scope of the agreement)."

Mr. Justice Munroe ruled that the construction of the collective agreement having been submitted to the board, the Court could not interfere, unless there was some evidence that the arbitrators were going beyond their jurisdiction or were about to act contrary to law on a question of law other than submitted to them. Whether or not the Court ought to require a case to be stated is in the discretion of the Court.

One of the considerations that should enter into the exercise of such judicial discretion is whether or not the questions, if answered, would be conclusive of the matters in issue. Mr. Justice Munroe quoted Mr. Justice Devlin who, in *Windsor R.D.C. v. Otterway & Try Ltd.*, (1954) 1 W.L.R. 1494 at p. 1497, stated:

> . . . the court is not at the beck and call of the arbitrator to answer whatever questions the arbitrator may want to put to it, and it is not

here to indulge in legal exercises. It is here only to answer question which it is satisfied do arise in the course of the reference and are material to be determined.

Further, Mr. Justice Munroe stated that if, on each occasion when, during a reference before arbitrators, a difference arises over the admissibility of evidence, the dissatisfied party could apply for an adjournment to have a case stated, the practical usefulness of boards of arbitration would be at an end, and the provisions relating to arbitration in the collective agreement would be nullified. That could not have been the intention of the Legislature when it enacted Section 22 of the Arbitration Act, nor was it the intention of the parties to the collective agreement when they agreed to the arbitration procedure contained therein.

Further, Mr. Justice Munroe ruled that he would not exercise his discretion in favour of the applicant company because, in his opinion, the board of arbitration had jurisdiction to adjudicate the grievance and to decide whether or not the company breached the collective agreement when it discharged the employee in question.

If the board found that the employer had breached the agreement, it would be for the board to determine whether or not, upon a proper construction of the collective agreement when read in the light of S. 22(5) of the B.C. Labour Relations Act, it had the power to order reinstatement. If the Court were to answer that question, it would be adjudicating upon "the meaning . . . of the Agreement," and the parties have, in the collective agreement, expressly reserved such matters for determination by the board.

As to the refusal by the board to admit in evidence and consider the terms of the earlier collective agreements, Mr. Justice Munroe held that a ruling as to admissibility of such evidence would not necessarily be decisive of anything and, in any event, the company's objection should have been dealt with in final argument and not as a preliminary objection. He believed the application to file this evidence was made prematurely.

As to the allegation that the board had been guilty of misconduct, Mr. Justice Munroe could find no support for this allegation. When the board adjourned its sittings for the first time, the company had ample opportunity to consider its position and to make an application to the Court. The board was under no duty to accede to the company's request for a further adjournment. The employer elected at its peril to withdraw from the hearing and could not complain that the board proceeded in its absence.

The Court dismissed the company's application and, pursuant to Section 12 of the Arbitration Act, extended the time for making an award by the arbitration board. *Re Westeel Products Ltd. and United Steelworkers of America, Local 3229,* (1964) 44 D.L.R. (2d), Parts 5 & 6, p. 325.

Recent Regulations under Provincial Legislation

New general minimum wage order in Nova Scotia is province's first to cover men as well as women; women's rates increased. Ontario extends minimum wage law to seasonal tourist industry

In Nova Scotia, a new general minimum wage order and a new order for beauty parlours, the first such orders to cover men as well as women, went into force on February 20.

Under the general order, the minimum hourly rate for experienced male employees 17 years and over is $1.05 in Zone 1A, 95 cents in Zone 1B and 85 cents in Zone II; the corresponding minimums for women are 80 cents, 70 cents, or 60 cents. Lower rates are set for inexperienced workers and for persons under 17.

In beauty parlours, the minimums for experienced workers are 80 cents, 70 cents or 60 cents an hour.

In Ontario, three new general minimum orders issued in January brought the seasonal tourist industry under the minimum wage program initiated two years ago. As a result, men in seasonal tourist establishments are now, for the first time, subject to minimum wage provisions, and minimum rates for female employees in such places have been brought into line with those set for women in other workplaces.

New regulations under the Ontario Workmen's Compensaiton Act set out the details of the demerit system and made some changes in coverage.

NOVA SCOTIA MINIMUM WAGE ACT

In Nova Scotia, a new general minimum wage order applicable to men and women, and a special order for beauty parlour employees were gazetted on February 10 and went into force on February 20. These replace three 1958 orders that applied only to women.

As well as extending coverage to men, the new orders fix higher minimum rates for women and require the payment of one and one-half the regular rate for all hours worked in excess of 48 in a week and for work on eight specified holidays.

Rates are again set on a zone basis but the zone boundaries have been changed. Under the general order, the rates for experienced male workers 17 years and over are $1.05, 95 cents and 85 cents an hour, depending on the location. The corresponding rates for women are 80 cents, 70 cents and 60 cents, which are also the minimums set in the beauty parlour order for experienced workers of either sex.

According to press reports, the Minister of Labour said that the new rates were recommended only after careful deliberation. The Department of Labour conducted an extensive survey to obtain information regarding rates of wages and hours of work in industries and businesses in the province.

Later, the Minimum Wage Board held public hearings in 12 communities and heard more than 100 representations. These last included 44 from owners or managers of businesses and from public organizations, 24 from organized labour, 27 from individual employees relating their personal situations, and 7 from churches and welfare councils.

General Order

The new general order covers all employees in the province except: farm labourers, domestic servants, apprentices covered by an apprenticeship agreement under the Apprenticeship and Tradesmen's Qualifications Act, persons receiving training under government-sponsored and government-approved plans, forest firefighters subject to the Lands and Forests Act, and beauty parlour employees.

The following other employees also are exempted until the Minimum Wage Board orders otherwise:

(a) employees who are members of a bargaining unit represented by a union certified by the Nova Scotia Labour Relations Board;

(b) employees covered by a collective agreement;

(c) employees on whose behalf negotiations are being carried on between a union and an employer with a view to the renewal or revision of a collective agreement; and

(d) employees who were covered by an agreement with respect to which a notice of a desire to negotiate has been given in accordance with the Trade Union Act.

As noted above, the province is again divided into three zones for minimum wage purposes—Zone 1A, Zone 1B and Zone II. Zone 1A comprises Halifax-Dartmouth and Sydney and all surrounding area within a radius of 10 miles of each of these places. Zone 1B consists of the town of New Glasgow and places within a 10-mile radius and the towns of Truro, Amherst and Yarmouth and the areas within a five-mile radius of these towns. Zone II comprises that part of the province not included in the other two zones.

As indicated above, the new general minimum wage order not only fixes different rates for different areas of the province but also sets lower minimums for female employees, for persons in the 14 to 17 age-group and for inexperienced workers. The rates for female employees are 25 cents less than the corresponding male rates. In each zone, the minimum for an employee 14 to 17 years of age is 15 cents less than the applicable adult rate.

A differential of 15 cents is also set for inexperienced workers, that is, employees with less than 350 hours' experience in the kind of work they were hired to do. The number of inexperienced workers who may be employed in one establishment is limited, however. An employer may not pay the inexperienced hourly rate to more than 25 per cent of his total working force, except that, if he employs seven persons or fewer, he may pay learners' rates to two inexperienced employees. The order further provides that a casual employee 17 years of age and over must be paid at the appropriate experienced rate, whatever his experience. Under a system of individual permits, provision is made for the payment of lower rates to handicapped persons. Upon the application of the employer, the Minimum Wage Board may issue a permit authorizing the payment of a lower minimum rate to a handicapped person. In each case, the permit will specify the rate to be paid.

The minimum rates set in the general order are as follows:

ZONE 1A

Halifax-Dartmouth and all surrounding area within a radius of 10 miles, Sydney and all surrounding area within a radius of 10 miles.

	Rate per Hour	
	Male	*Female*
Experienced		
17 years of age and over	1.05	.80
Inexperienced		
17 years of age and over; and persons from 14th birthday until 17th birthday	.90	.65

ZONE 1B

New Glasgow and all surrounding area within a radius of 10 miles; Truro, Amherst and Yarmouth and all surrounding area within a radius of 5 miles.

Experienced		
17 years of age and over	.95	.70
Inexperienced		
17 years of age and over; and persons from 14th birthday until 17th birthday	.80	.55

ZONE II

All parts of the province not included in Zones 1A and 1B.

Experienced		
17 years of age and over	.85	.60
Inexperienced		
17 years of age and over; and persons from 14th birthday until 17th birthday	.70	.45

Women's Rates Increased

These new rates represent a considerable increase in women's minimum wage rates. Under the former general order, the minimum wage payable to experienced women for a 48-hour week was $21.60, $19.20 or $14.40, depending on the zone (45 cents, 40 cents or 30 cents, if calculated on an hourly basis).

As a result of the new general order, the rate for experienced women who normally work 48 hours a week has been increased by 35 cents an hour in Halifax and Sydney, by 30 cents in Yarmouth and by 25 cents in the New Glasgow, Amherst and Truro areas. In other places, rates for experienced women workers have been raised by 20 or 30 cents.

In the fish processing industry, where a minimum of 45 cents an hour was formerly set, rates for experienced women have been increased by 35, 25 or 15 cents an hour, according to the location.

The order makes it quite clear that an employee paid on a piecework basis is to be paid not less than the applicable hourly rate for the number of hours worked, regardless of the amount earned in accordance with the established piecework rates.

There is no change in the provision respecting waiting time. As before, all time during which an employee is required to wait for work on the premises of the employer is to be counted as time worked.

A provision not in earlier orders stipulates that a period of 15 to 30 minutes is to be counted as a half-hour and must be paid for at the applicable minimum hourly rate. Similarly, an employee who works more than 30 minutes but less than one hour is to be credited with one hour's work.

Call-in Pay

Another new feature is the provision for call-in pay. An employee who is recalled to work outside his scheduled working hours must now be paid for at least three hours, whether or not he works three hours.

The minimum rates set in this order are for a maximum work week of 48 hours and time and one-half the regular rate must be paid for all time worked in excess of this weekly limit. In the transport industry, however, an employee who is required to be away from his home base overnight must be paid time and one-half his regular rate for time worked in excess of 96 hours in any two consecutive weeks.

Time and one-half the regular rate must be paid also for time worked on any of the eight general holidays specified. An exception is, however, made for employees in motels, hotels, restaurants or tourist resorts.

These employees may be paid the regular straight time rate for work performed on a holiday.

In line with previous practices, the new general order limits the amounts that an employer may deduct from the minimum wage for board or lodging. The maximum weekly deductions now permitted are as follows: $10 for board and lodging; $7 for board only, and $3 for lodging only. The maximum deduction for a single meal is 40 cents. The order further provides that an employee may not be charged for a meal he did not receive.

An employer who requires an employee to wear a uniform or other special wearing apparel must not make any charges or deductions from the minimum wage for the use, purchase or laundering of the uniform or wearing apparel. If the employee is required to launder uniforms or wearing apparel, he must be compensated for such work at the prevailing laundry rates.

Wages are to be paid promptly at regular intervals not exceeding semi-monthly.

Order for Beauty Parlours

The order for beauty parlours covers any establishment where hairdressing, permanent waving, manicuring and similar occupations connected with beauty culture are carried on.

As indicated above, this order sets rates on a zone basis, with the same zone boundaries as the general order, but does not differentiate on the basis of sex or age. A lower rate is, however, set for beauty operator students whose total period of instruction and training with one or more employers or in one or more schools has not exceeded nine months. The order also permits the payment of a lower rate to handicapped employees under a permit from the Minimum Wage Board.

The minimum for experienced beauty parlour employees is 80 cents an hour in Zone 1A, 70 cents in Zone 1B and 60 cents in Zone II.

The rates for inexperienced workers are considerably lower. No minimums are set for the first three months of the learning period. The minimum payable to beauty operator students during the second three-month period is 30 cents an hour in Zone 1A, and 25 cents in Zone 1B and in Zone II. In the next three-month period, inexperienced employees must be paid at least 55 cents an hour in Zone 1A, 50 cents in Zone 1B and 40 cents in Zone II.

The number of persons being paid at students' rates is limited, however. The order stipulates that the number of employees who are being trained as beauty operator students in any establishment may not exceed 25 per cent of the total work force covered, except that an employer with seven employees or less may employ two students.

All the rates set in the beauty parlour order are for a maximum work week of 48 hours and time and one-half the regular rate must be paid for all time worked in excess of the weekly limit. Time and one-half the regular rate must also be paid for work on any of the eight holidays specified.

Unlike the general order, the order for beauty parlours does not provide for minimum call-in pay nor does it require employers to pay employees for waiting time.

The provisions respecting uniforms, deductions for board and lodging, and semi-monthly pay are similar to those in the general order.

ONTARIO MINIMUM WAGE ACT

In Ontario, the three general minimum wage orders and three special orders governing hotels and restaurants issued in the last two years have been consolidated into three general orders, which together cover almost all employees in the province.

No changes have been made in the minimum rates but coverage has been extended to seasonal tourist establishments, and some other provisions have been clarified.

The most important change was the extension of coverage to tourist establishments operating fewer than six months of the year. These places were exempted from the 1964 orders, which extended the minimum wage program initiated the previous year to men and women in all parts of the province.

At that time, an official of the Ontario Department of Labour said that it was thought that the tourist industry could not be fairly brought under the new regulations on short notice. He said that further study was needed due to the special employment patterns of the tourist industry and its economic importance to the province.

As a result, male employees in seasonal tourist establishments were left without minimum wage protection until February 1, when the new orders went into force. Female workers employed in such places continued to be governed by the old general order for women, which set considerably lower rates than those established for other workplaces.

Zones

For minimum wage purposes the province is again divided into three zones—the Oshawa-Toronto-Hamilton Zone, the Southern Ontario Zone and the Northern Ontario Zone. The geographic coverage of the zones

is unchanged but the boundaries of the Northern Ontario Zone are more clearly defined than formerly.

The Oshawa-Toronto-Hamilton Zone, as before, includes not only the three cities specified but also 16 towns, 8 villages and 18 townships.

The Southern Ontario Zone takes in not only more highly industrialized and more populous parts of Southern Ontario, including the Ottawa area, but also five districts in Northern Ontario where economic conditions are similar to those in the southern part of the province. These last include the cities of Fort William, Port Arthur, Sudbury, Sault Ste. Marie and North Bay and the towns of Chelmsford, Copper Cliff, Coniston, Lively and Timmins.

The Northern Ontario Zone comprises not only most of Northern Ontario (except the five areas mentioned above) but also the more sparsely populated and less industrialized parts of Southern Ontario. The new order, however, specifically lists the counties and districts or parts thereof included in this zone.

They include: the whole of the counties of Bruce, Grey, Lanark, Prescott and Russell, Renfrew, Simcoe, and the Provisional County of Haliburton; almost all of Dufferin and Huron Counties, and specified parts of the counties of Carleton, Frontenac, Hastings, Leeds and Grenville, Lennox and Addington, Northumberland and Durham, Ontario, Peterborough, Victoria and York and of the County of Stormont, Dundas and Glengarry; the whole of the districts of Kenora, Manitoulin, Muskoka, Parry Sound, Rainy River and Timiskaming, as well as those sections of the districts of Algoma, Cochrane, Nipissing, Sudbury and Thunder Bay not included in the Southern Ontario Zone.

Coverage

Apart from bringing seasonal tourist establishments under the new minimum wage program, the new orders make no other changes in coverage, except to add dental hygienists and radiological technicians to the list of professional employees excluded from the legislation.

The new orders apply to almost all workers in the province. Apart from professional employees, the main exemptions are registered apprentices; residential building superintendents, janitors or caretakers who live on the premises; domestic servants; farm workers; commercial fishermen; salesmen who determine their own hours; and a few minor occupational groups.

Ambulance drivers and their helpers also continue to be excluded, as a further regulation has been issued suspending the application of the minimum wage orders to these employees.

Minimum Rates

As noted above, there has been no change in policy as regards to wage rates. The objective is to establish by December 27, 1965 a general minimum wage of $1 an hour for experienced men and women in all parts of the province. This $1-an-hour rate is presently payable to all experienced employees in the Oshawa-Toronto-Hamilton Zone and to male workers in the Southern Ontario Zone.

The minimum for women in the Southern Ontario Zone remained 95 cents an hour until March 30, when it was increased to $1. In the Northern Ontario Zone where a longer period of adjustment is again permitted, the minimum for both men and women is 90 cents an hour until December 27, 1965, when the $1-an-hour rate goes into force.

As well as providing for a minimum wage of $1 an hour, the new orders set lower minimums for certain part-time and seasonal workers and for persons under 18 employed as messengers, delivery boys, etc. Some training rates are also provided.

As before, a minimum of 80 cents an hour (75 cents in the Northern Ontario Zone until December 27, 1965) is set for seasonal cannery workers employed for not more than 16 weeks in a calendar year and for students. The provisions respecting students have been amended to make it clear that this 80-cent rate applies to students employed 28 hours a week or less during the school year and to students employed during the Christmas and Easter vacations and during the period May 15 to September 15, irrespective of the number of hours worked in a week.

A minimum of 60 cents an hour (50 cents in the Northern Ontario Zone until December 27, 1965) is again set for persons under 18 working as messengers or delivery boys, newsboys, pin setters or shoeshine boys, or employed as gold caddies or in the professional shop at a golf course, in a public library, or in an amusement or refreshment booth at a fair or exhibition held in whole or in part by an association under the Agricultural Societies Act or the Agricultural Associations Act.

Learners

In dealing with learners, the orders again distinguish between piecework and non-piecework employment and, as before, set out special rules for learners in the hotel and restaurant business and for student learners.

During the first four months of employment, a learner who is not paid on a piecework basis (other than a learner in the hotel and restaurant business) may be paid up to 10 cents an hour less than the applicable minimum hourly rate.

In piecework employment, a six-month learning period is again permitted with no change in differentials. A pieceworker may be paid up to 20 cents less than the prescribed minimum during the first three months of his employment and up to 10 cents less during the next three-month period.

A learner in the hotel or restaurant business or a student learner other than one employed for 28 hours a week or less may be paid 10 cents less than the applicable minimum hourly rate during his first month of employment. This provision does not apply, however, to cleaners or janitors or persons performing similar maintenance duties on the premises of the employer.

The provision limiting the number of learners employed in an establishment has been amended slightly. It now provides that the number of persons employed as learners, other than students who work 28 hours or less a week, may not exceed one-fifth of the total number of employees in the establishment, except that an employer with fewer than five employees may employ one learner.

As before, certain classes of employees may not be paid learners' rates even though inexperienced. They are:

—persons holding a certificate of apprenticeship or a certificate of qualification under the Apprenticeship and Tradesmen's Qualification Act, 1964 or any earlier Act;

—office workers who hold a secondary-school graduation diploma of a commercial course or who have completed a course in business or office practice provided by a registered trade school;

—part-time workers employed for less than 28 hours a week; and

—persons subject to the special provisions for persons under 18, students and seasonal cannery workers.

Effect of Orders

As indicated above, the main impact of the new orders will be on seasonal tourist establishments in the Southern Ontario and Northern Ontario Zones. Male employees in such places, previously without minimum wage protection, will now be entitled to the minimum set for other male workers in the same occupational category.

Women will also benefit because the new orders not only set higher minimum rates than the old general order that previously governed the seasonal tourist industry but have also shortened the learning period from six months to one month. For example, this summer, women with one month's experience who work 48 hours a week must be paid at least $48 in resorts in the Southern Ontario Zone and $43.20 in tourist establishments in the Northern Ontario Zone. Previously, the minimum for women with one month's experience was $26, $24 or $22, depending on the location of the tourist establishment.

Other Provisions

The orders provide for minimum call-in pay, stating that every employee, other than a student, who reports for work in response to a call from the employer must be paid for at least three hours, whether or not he works three hours. An exception is again permitted if the employer is unable to provide work for the employee because of fire, power failure or like causes of work stoppage beyond the control of the employer.

The provisions in the former orders for hotels and restaurants limiting the value that may be placed on board and lodging provided as part of wages have been incorporated in the new general orders with some minor changes. The maximum amounts at which meals or a room or both may be valued are: 50 cents per meal for each period of at least four hours worked in a day and an additional 50 cents per meal when more than two hours remain after the employee's work week has been apportioned among all such four-hour periods; $5 per week for a room, $15 for a week's lodging (now defined as a room and three meals per day for a seven-day week).

Standards are again laid down for rooms. Every room must be properly lighted, heated and ventilated and accessible to proper toilet and washroom facilities. It must be reasonably furnished and supplied with clean bed linen and towels at least once a week.

The provisions in last year's orders limiting the occupancy of a room to one person, a married couple, or by agreement to two persons of the same sex, have been dropped. As a result, employers are now allowed to house employees in dormatories, provided the other standards are observed.

Orders Rescinded

The new orders (O. Reg. 6/65, O. Reg. 7/65 and O. Reg. 8/65) were gazetted on January 23 and went into force on February 1.

The following regulations are revoked: Regulation 437 of the Revised Regulations of Ontario, 1960, and Ontario Regulations 133/63, 135/63, 136/63, 95/64, 96/64, 97/64, 98/64, 100/64, 101/64, 103/64, 127/64, 128/64, 143/64, 144/64, 145/64, 146/64, 147/64, 148/64, 218/64, 255/64, 256/64, and 258/64.

ONTARIO WORKMEN'S COMPENSATION ACT

Amendments to the regulations under the Ontario Workmen's Compensation Act, gazetted on January 30 as O. Reg. 16/65, introduced some changes in coverage and set out details of the demerit system that the Workmen's Compensation Board was authorized to establish by a 1964 amendment to the Act.

One amendment brought the business of an architect, an occupation previously excluded, within the scope of the Act.

Other new provisions added the following industries or occupations to the Schedule of Industries under the collective liability provisions of the Act: prospecting and development work; land surveying; line cutting; mining consultants, engineers, geologists, geochemists and geophysicists; photographic finishing; steam cleaning, other than buildings; subway construction; landscaping or sodding; inspection or testing of construction projects and operating installations; inspection by radiation devices; the operation of research laboratories, including inspection or testing; the packaging business; commissionaires or security services; and the business of accountants, architects, draftsmen or engineers.

As indicated above, the new regulations set out the details of the demerit system authorized last year. This system is intended to promote safer working practices by providing for an increase in any employer's assessment if his accident record is consistently higher than the average for the industry.

The new regulations provide that an assessment may be increased where an employer within an individual rating classification

(a) has incurred in two of the last three complete years of operation a deficit accident cost experience, including his proper share of administration, safety and other expenses;

(b) has incurred a lifetime deficit accident cost experience, including his proper share of administration, safety and other expenses; and

(c) has incurred during two of the last three complete years of operation a frequency rate of compensable accidents at least 25 per cent higher than the average rate in the industry in which he is classified.

Any additional assessment to be levied is to be based on the actual payroll for the last complete year of operation under review. The first increase in assessment is to be 100 per cent of the assessment based on the individual rating classification of the employer. The amount of any subsequent increase in assessment is left to the discretion of the Board.

The provisions setting out the first-aid requirements also were amended to make it compulsory to provide all motive power units of all railways, other than units used in yard service, with a first-aid box equipped with the prescribed articles.

Conciliation Proceedings

(*Continued from page 342*)

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in January to deal with a dispute between United Grain Growers Ltd.; Alberta Wheat Pool; Saskatchewan Wheat Pool; Pacific Elevators Limited; and Burrard Terminals Limited, Vancouver, and Local 333, Grain Workers Union, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., March p. 251) was fully constituted in February with the appointment of R. J. S. Moir of Vancouver as Chairman. Mr. Moir was appointed by the Minister on the joint recommendation of the other two members of the Board, W. S. Neal of Winnipeg and E. P. O'Neal of Vancouver, who were previously appointed on the nomination of the companies and union, respectively.

Settlement Reached by Direct Negotiations before Conciliation Board Fully Constituted

Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Nov. 1964 p. 990).

Monthly Report of Placement Operations of the National Employment Service

February total of placements was largest for that month since 1945, was 7.2 per cent higher than total in same month last year, 15.3 per cent higher than average of previous five years

In February, 71,500 placements were reported by local offices of the National Employment Service. This total was the largest for the month of February since 1945, and was 7.2 per cent higher than the total in the same month last year.

It was also 15.3 per cent above the average for February during the previous five years.

Regional distribution of February placements, with percentage change from February 1964, was as follows:

Atlantic	4,700	— 2.2
Quebec	21,700	+ 1.4
Ontario	25,200	+10.5
Prairie	12,600	+11.4
Pacific	7,300	+14.2
CANADA	71,500	+ 7.2

Regular Placements

Regular placements (those where employment is expected to last for more than six working days and does not involve the movement of a worker from one area to another) numbered 49,800. Although this was an increase of only 0.6 per cent over the total in February of 1964, Quebec was the only region where such placements actually decreased; in that region, 1965 figures reflected the completion of a number of projects under the Municipal Winter Works Incentive Program.

Regular placements accounted for 69.6 per cent of all placements made in February, a decrease from the 74.2 per cent in February of last year.

The decrease in the proportion of regular placements was brought about by a marked increase in the number of casual placements, particularly in Ontario and Quebec, where severe weather created a considerable demand for casual workers to assist in snow removal.

During the first two months of 1965, a total of 149,400 placements were made, a total 6.6 per cent higher than during the comparative period in 1964. The regional distribution of the cumulative placements, with the percentage change from 1964, is:

Atlantic	10,000	— 4.7
Quebec	47,300	+ 3.8
Ontario	50,800	+ 6.1
Prairie	25,300	+ 7.5
Pacific	16,000	+25.9
CANADA	149,400	+ 6.6

Male placements during February numbered 49,200, an increase of 10.8 per cent from the number in February 1964. With the exception of the Atlantic, all regions recorded increases.

The cumulative total of male placements for the two-month period, at 103,100, was 10.4 per cent higher than the total for the comparable period in 1964.

Female placements in February, at 22,300, were virtually unchanged from the total in the same period in 1964. Small decreases in the Quebec and Ontario regions offset minor increases in the other regions.

The national cumulative total of female placements recorded a slight decrease of 1.1 per cent from the 1964 two-month total.

Placements involving the movement of workers from one area to another numbered 2,700. This represented an increase of 1.6 per cent over the figure for February 1964, but a fractionally smaller share of all placements, 3.8 per cent compared with 4.0 per cent last year. The increase was due entirely to a greater number of transfers among male workers, particularly in the Atlantic and Pacific regions.

Vacancies

Vacancies notified by employers to NES offices numbered 95,500, an increase of 9.3 per cent over the number in February 1964, and of 22.7 per cent over the average for the month during the previous five years. The cumulative total for the first two months of 1965 was 195,100, the largest total for this period since 1947.

Vacancies for men, at 62,700, were 14.0 per cent higher than in February 1964. This

increase was common to all regions, ranging from 0.4 per cent in the Atlantic to 21.7 per cent in the Pacific region.

Female vacancies at 32,700, showed an increase of 1.2 per cent over the number in the corresponding month last year. There was a decrease of 2.5 per cent in Ontario but all other regions recorded increases, ranging from 1.7 per cent in the Atlantic to 9.6 per cent in the Pacific.

Placements in Agriculture, January-October 1964

Placements in agriculture by National Employment Service local offices during the first ten months of 1964 totalled 113,516, it was reported by William Thomson, NES Director, in a paper presented at the Federal-Provincial Agricultural Conference (L.G., Jan., p. 23).

Of this number, 54,971 were casual placements (lasting six days or less) and 11,981 were placements involving the transfer of workers from one local office area to another. The remaining 46,564 were regular placements, i.e., of more than six days duration.

Placements for the full year 1964 will probably reach 116,000, the highest total for the past ten years except for 1962 and 1963.

The 113,516 placements during the January-to-October period represented a decrease of 8,563 or 7.0 per cent from the 122,079 placements made during the corresponding ten months of 1963. Decreases were recorded in all regions, and ranged from a decrease of 0.7 per cent in the Prairie region to one of 12.2 per cent in Ontario.

The total included 80,816 male placements and 32,700 female placements. Some 18,000 of the female placements were in the Pacific region and 9,700 were in Ontario. Thus, female placements in the Pacific and Ontario regions represented 84.7 per cent of all female placements. The bulk of these were casual placements.

Substantial numbers of workers were moved across the border for harvesting operations in the United States. These totalled some 7,000 and included 6,300 potato pickers recruited in Quebec and New Brunswick for work in Maine. Some 1,500 tobacco harvesters from the United States were employed in Ontario and about 30 in Quebec.

Several hundred apple pickers were recruited in Nova Scotia, New Brunswick and Quebec for work in the United States whereas fewer than 100 entered Quebec from Vermont and New York. About 600 workers from New Brunswick were moved across the border to Maine for spring farm work.

Mass movements of workers within Canada included 2,100 workers from Saskatchewan and Alberta for sugar beet thinning in the Lethbridge area. Most of these were Indians from reserves. More than 500 potato pickers from Nova Scotia and New Brunswick were recruited for potato picking work in Prince Edward Island. About 600 workers from the Maritime Provinces were moved to Ontario for hay and grain harvesting.

NES placements in agriculture have increased over the past ten years. The increases have occurred largely in the Eastern provinces, particularly Quebec. Placements have remained relatively stable in the Prairie Provinces and in British Columbia, except that in the latter province, placements dropped considerably in 1956 and 1957.

Industrial Fatalities

(Continued from page 328)

tractors and loadmobiles, 10 involved railways, 2 involved aircraft, and 1 involved other transportation agencies.

Of the 72 fatalities that were caused by "falls and slips" all but 12 were falls from different levels, such as buildings, roofs, scaffolds, bridges, etc., into harbours, rivers, lakes, sea, shafts, pits, excavations, etc.

Thirty-six fatalities were in the category of being caught in, on or between. Most of them involved tractors, loadmobiles, automobiles, trucks, machinery, belts, pulleys, chains, lines, hoisting or conveying apparatus, trains or other railway vehicles.

The remaining 57 fatalities were distributed as follows: 15 were the result of inhalations, absorptions, asphyxiations and industrial diseases, 12 were caused by conflagrations, temperature extremes and explosions, 10 were under the heading of miscellaneous accidents, 9 were the result of over-exertion, 8 were caused by electric current, and 3 were in the category "striking against or stepping on objects."

Province of Occurrence

By province of occurrence, the largest number of fatalities, 89, were in Ontario. In Alberta there were 57, in British Columbia 52, and in Quebec 48.

During the quarter there were 110 fatalities in October, 98 in November, and 115 in December.

Monthly Report on Operation of the Unemployment Insurance Act

Total of claimants for unemployment insurance benefit at end of January was 15 per cent higher than at end of December but was 8 per cent less than the total on January 31 of last year

Claimants for unemployment insurance benefit on January 29 numbered 547,800, about 15 per cent more than the December 31 total of 478,200, but 8 per cent less than the total of 598,600 on January 31, 1964.

Males made up 85 per cent of the increase during January and nearly all of the decrease from the previous year. Females accounted for 20 per cent of the increase in seasonal benefit claimants during January, and at the end of the month their numbers were only slightly lower than they had been the year before. Among the regular benefit claimants, however, there was scarcely any change in the number of females.

Seasonal Benefit

The figure for January of this year comprised 425,900 claimants for regular benefit and 122,000 claimants for seasonal benefit, compared with 459,800 regular and 139,000 seasonal benefit claimants on January 31, 1964. On December 31, there were 407,100 regular benefit, and 71,200 seasonal benefit claimants.

Regular benefit claimants thus increased by almost 20,000 in January but declined by about 35,000 from a year earlier. Seasonal benefit claimants increased by 50,000 in January but decreased by between 15,000 and 20,000 from a year earlier.

The higher proportionate increase in seasonal compared with regular benefit claimants in January is influenced by two things: (1) the largest number of seasonal benefit claims are made in December and January, and (2) a significant proportion of the initial cases awaiting adjudication that were temporarily classed as regular on December 31 are later found to be qualified only for seasonal benefit.

Initial and Renewal Claims

A total of 230,200 initial and renewal claims were filed during January. This was 86,000, or 27 per cent, less than in December, and more than 10 per cent below the total at the end of January 1964. The present total is the lowest number of claims filed for the month of January since 1953.

About 85 per cent of the claims filed in January came from persons who had been separated from employment during the month.

Beneficiaries and Benefit Payments

The average number of beneficiaries was estimated at 398,100 for January, 236,900 for December, and 440,900 for January 1964.

Benefit payments amounted to $39,800,000 in January, $24,500,000 in December and $46,400,000 in January 1964.

The average weekly payment was $25.02 in January, $24.62 in December, and $25.07 in January 1964.

Insurance Registrations

On January 31, insurance books or contribution cards had been issued to 5,036,406 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1964.

On the same date, registered employers numbered 341,363, an increase of 697 since December 30.

Enforcement Statistics

During January, 8,796 investigations were conducted by enforcement officers across Canada. Of these, 6,190 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 375 were miscellaneous investigations. The remaining 2,231 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 224 cases, 89 against employers and 135 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 734.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in January totalled $34,286,-327.01, compared with $30,451,708.80 in December, and $30,782,410.60 in January 1964.

* These do not necessarily relate to the investigations conducted during this period.

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the court of claimants at any given time inevitably includes some whose claims are in process. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Benefits paid in January totalled $39,845,-991.38, compared with $24,497,809.40 in December, and $46,411,645.40 in January 1964.

The balance in the Fund on January 31 was $75,796,646.27, on December 31 it was $81,356,310.64, and on January 31, 1964, it was $42,895,204.45.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2438, October 30, 1964

Summary of the Main Facts: This is an appeal to the Umpire by the insurance officer from the unanimous decision of a board of referees regarding the allocation of holiday pay received by the claimant during a recognized holiday period at the claimant's place of employment while he was in receipt of unemployment insurance benefit, pursuant to section 66 of the Act.

The claimant made a claim for benefit on June 12, 1964. He declared that he was last employed by a shingle mill as shingle sawyer from February 1963 to June 9, 1964. He gave as reason for his unemployment "I was laid off due to high water."

The claim was allowed and on June 19 the claimant became incapable of work but continued to be paid benefit under section 66 of the Act.

On July 27 the employer provided the following information:

[Claimant] has not taken his holiday as per our discussion, as you will recall this mill was shut down due to high water on June 10, and we started operation on June 22, 1964. Our designated holiday period started July 20 and the mill will start operation on August 3, 1964. [Claimant's] average hourly earning for his last pay period amounts to $3.12 per hour. We have released [claimant's] holiday pay cheque to him in the amount of $245.06.

On July 30 the claimant wrote the local office stating:

I have received $245.06 holiday pay from [employer]. However at the present time I am unable to work and will not be taking my holiday until I am fit to return to work when I am able to work again. I will then be entitled to two weeks holiday with pay. In my opinion [employer] had no right to issue my holiday pay while I am on sick leave. I am going into hospital shortly for an operation on my leg.

Article 10, Section 4 of the labour agreement covering the claimant's employment stipulates: "Vacations for employees shall be taken at such time as mutually agreed upon by the Committee and the Company when quantity and regularity of production shall not be impaired."

The insurance officer determined the holiday pay received by the claimant to be earnings within Regulation 172. He considered that the period of holiday commencing July 20 was a period of general continuous holiday within the meaning of Regulation 172(2)(g), so that holiday pay was not excepted from the definition of earnings. He allocated the holiday pay to the two weeks of the general continuous holiday under Regulation 173(6).

The claimant appealed the decision to the board of referees and based his appeal on the fact that he was sick and intended to take his holidays at a later date when it would not affect his U.I. benefit. The board considered that the claimant, subject to management approval, had control over the choice of his vacation period. The board allowed the appeal, deciding that the fact that the company paid the claimant his holiday pay does not necessarily determine the holiday period under the terms of the labour agreement.

In his appeal from this decision, the insurance officer submitted that the board of referees erred in allowing the claimant's appeal. He wrote:

It is established by a specific provision contained in section 4 of Article 10 of the labour agreement that vacation time for employees shall be taken at such time as mutually agreed upon by the company and a committee appointed by the union. There is no provision in the labour agreement giving the individual employee the right to choose his own vacation period.

The fact that the claimant was sick during the general continuous holiday is not a material consideration under regulations 172(2)(g) and 173(6), particularly as there is no evidence that the claimant refused his holiday pay at that time and returned it to the employer. The evidence on file establishes that the vacation period agreed upon by the committee and the company was for the two-week period commencing July 20, 1964. In consequence of which the employer paid the claimant the holiday pay he was entitled to and which the latter accepted at that time as holiday pay (CUB 1867).

As the holiday shutdown was for the period July 20 to August 2, 1964, it must be concluded that these two weeks were a general continuous holiday occurring within six weeks after the week of the claimant's separation and the holiday pay paid to the claimant after his separation from employment was earnings within Regulation 172(2)(g) and was properly allocated in accordance with Regulation 173(6). Reference was made to CUB 1867 in the submission to the board of referees. Other pertinent decisions are CUB 1981 and CUB 2276.

Considerations and Conclusions: The evidence contained in the record is such as to support the insurance officer's submission to the effect that the holiday pay received by the claimant was earnings within the meaning of Regulation 172(2)(g), that such earnings were properly allocated pursuant to Regulation 173(6) and that the determination and allocation of those earnings were also made in accordance with the jurisprudence established by the Umpire in similar cases.

In view of the foregoing, I decide to allow the insurance officer's appeal.

Decision CUB 2440, October 30, 1964

(*Translation*)

Summary of the Main Facts: The claimant established a claim for benefit from January 19, 1964. She was still being paid benefits in February when she gave notice of her admission to hospital. She stated that her illness had begun in January. She continued to receive benefits under section 66 of the Unemployment Insurance Act.

On June 18, 1964, the claimant filed a renewal claim for benefit, indicating she had last worked as a waitress at a motel from May 18 to June 17, 1964. She stated:

> I left of my own accord because of illness (general weakness following an operation for a fibroma on February 13, 1964). Before May 18, I received unemployment insurance benefits. I declare that I cannot accept any employment for an indefinite period.

The employer confirmed that she had left her employment because of illness.

The insurance officer considered that the claimant had stopped working on account of illness and disqualified her from receiving benefit as of June 14, 1964, under section 66 of the Act.

The claimant appealed to a board of referees on the ground that she had secured that employment on her own initiative, when she thought she had recovered from her illness. When she found herself unable on account of her health to give the service expected of her, however, she called on her physician again and he made her stop working. The claimant added she failed to understand why she could not keep on receiving her benefit since she had tried to work and if she had not done so, she would still be receiving benefit.

The claimant presented to the board of referees a medical certificate which reads: "This is to certify that this patient had resumed her employment without my permission and is still under my care."

The board of referees stated that the medical certificate showed the claimant had made a mistake in returning to work; but the board did not think the claimant should be penalized for this action, which is in her favour rather than against her. The board of referees removed the disqualification.

The insurance officer appealed on the following grounds:

> The board of referees erred in deciding that the claimant, who had stopped working by reason of illness, was not subject to disqualification under section 66 of the Act.
>
> The merits of the claimant, as well as the nature, the cause or the origin of her illness, are not relevant factors in this case. The fact that the cause of illness may be prior to the first day of employment is unimportant (CUB 2236). It is clearly established that the claimant was working up to June 17, 1964, when she stopped or has ceased to work by reason of illness, her statement to this effect is corroborated by a medical certificate.
>
> There is no doubt, therefore, that the claimant ceased to work on account of illness and should be disqualified from receiving benefit under section 66 of the Unemployment Insurance Act (CUBs 1239 and 2090).

Considerations and Conclusions: Section 66 of the Act reads:

> No person who has become entitled to receive benefit and subsequently, while he otherwise continues to be so entitled, becomes incapable of work by reason of illness, injury or quarantine, is disqualified from receiving benefit by reason of such illness, injury or quarantine, but an insured person who has lost his employment or has ceased to work by reason of illness, injury or quarantine is disqualified from receiving benefit for the duration of the illness, injury or quarantine.

The provisions of the section quoted above contain absolutely nothing which may justify the reason given by the board of referees as the basis of its decision. As has been shown by the insurance officer in his grounds of appeal, this decision is wrong in law.

Consequently, I decide to reverse the board of referees' decision and to allow the insurance officer's appeal.

Wage Schedules Prepared and Contracts Awarded in February

Works of Construction, Remodelling, Repair or Demolition

During February, the Department of Labour prepared 207 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 181 contracts in these categories was awarded. Particulars of these contracts appear below. In addition, 132 contracts not listed in this report that contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	121	$287,193.00
Post Office	11	119,194.35
Public Works	1	5,284.00
Royal Canadian Mounted Police	16	423,947.29
Transport	1	4,836.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the executin of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in February

During February, the sum of $5,152.21 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 204 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in February

DEPARTMENT OF AGRICULTURE

Fredericton N B: Fredericton Housing Ltd, renovation of basement space into Bio-Assay laboratory, research station. *L'Assomption Que:* Gilbert Kay, installation of fluorescent lamp frames & electric wiring in tobacco breeding greenhouse, Experimental Farm. *Smithfield Ont:* Wieger Dejong Construction, supply & erection of greenhouse, research station. *near Pilot Mound Man:* Swanson Construction Co Ltd, construction of the Pilot Mound dam, Pilot Creek. *Shellmouth Man:* Walter Orbanski, reservoir clearing for Shellmouth dam, Assiniboine river storage project, Stage 1, (contract 2). *near Outlook Sask:* Cathodic Protection Services Ltd, cathodic protection for tunnels, Stage 2, (SSRP contract 48).

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Area Que: Eloi Gagnon, floor covering, Le Domaine; Deschenes & Perreault, floor covering, Cloverdale Park; Deschenes & Perreault, floor covering, Boulevard Pie IX Apts; Deschenes & Perreault, floor covering, Villeray Terrace; Nap Laforest & Fils Ltee, floor covering, Benny Farm. *Ville Jacques Cartier Que:* Langsner-Fuhrer Inc, repairs to hot water system, Jardin Bellerive.

In addition, this Corporation awarded 15 contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

Six Nations Indian Agency Ont: Bailey & Linklater, repairs to windows & attic insulation, Mohawk Residential School. *Lesser Slave Lake Indian Agency Alta:* Danbrook & Pelland Plumbing & Heating Ltd, supply & installation of dishwashing machine, etc, Joussard Residential School. *Stony-Sarcee Indian Agency Alta:* Joe Vogel, clearing power line right-of-way, Sunchild-O'Chiese reserves.

DEFENCE CONSTRUCTION (1951) LIMITED

Cornwallis N S: Planned Renovators Ltd, interior painting of various bldgs, HMCS *Cornwallis.*

DEPARTMENT OF DEFENCE PRODUCTION

Charlottetown P E I: Schurman Construction Ltd, renovations to Queen Charlotte Armoury. *Halifax N S:* Maritime Asphalt Products Ltd, replacement of floor coverings, RCAF station Gorsebrook, 5225 South St. *Shearwater N S:* James F Lahey Ltd, interior painting, Bldg D-56, central heating plant, RCN Air Station. *Montreal Que:* Jean Paul Belainsky, interior painting & decorating of barracks area, RCOC school, 6769 Notre Dame St east. *Sherbrooke Que:* Guard-X Inc, installation of fire alarm system, Belvedere St Armoury.

Clinton Ont: Dual Temp Products Ltd, supply & installation of aluminum windows, bldg 76, RCAF Station. *Ipperwash Ont:* C A McDowell Ltd, exterior renovation of bldgs 20 & 21, military camp. *London Ont:* Albion-Clarke Electric Ltd, installation of fire alarm system, Dundas St Armoury; George Andelfinger, interior painting of bldgs, "A" block, Wolseley Barracks. *Gimli Man:* Ideal Decorating Co, interior painting of barrack blocks & quarters, RCAF Station. *Indian Head Sask:* Arnold F Dales Ltd, renovations to armoury. *Regina Sask:* Michael Argan Ltd, floor repairs in various rooms, Armoury.

Namao Alta: Ernest Painting & Decorating Ltd, interior painting of OR quarters, bldg 221, RCAF Station. *Esquimalt (Victoria) B C:* Farmer Construction Ltd, replacement of water mains, HMC Dockyard; Pacific Pile Driving Co Ltd, supply & installation of floats, Signal Hill area, HMCS *Venture*, HMC Dockyard. *Vernon B C:* Betts Electric Ltd, replacing electrical distribution facilities in camp.

In addition, this Department awarded 60 contracts containing the General Fair Wages Clause.

NATIONAL HARBOURS BOARD

Montreal Que: J H Dupuis Ltee, construction of transit shed, Section 27; Dominion Bridge Co Ltd, relocation of molasses storage tank at Bickerdike Basin.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

Leamington Ont: Masotti Construction Co Ltd, construction of bathhouse & comfort station, northwest beach, Point Pelee National Park. *Jasper National Park Alta:* Fuller & Knowles Co Ltd, supply & installation of water meters in Jasper townsite. *Lamont Alta:* Ness Construction Ltd, construction of bathhouse & toilet bldg, sandy beach recreational area, Elk Island National Park.

In addition, this Department awarded two contracts containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Chatham Ont: Keystone Contractors Ltd, construction of interceptor sewer, King St, (contract 5). *Fort William Ont:* McLeod Construction Co Ltd, construction of interceptor sewer, Hardisty St, between Dease & Ridgeway Sts. *London Ont:* Wimpey (Constructors) Ltd, construction of Byron pumping station, sewers & force main. *Lucan Ont:* Frank Van Bussel & Sons Ltd, construction of sanitary sewers, sewage pumping station, force main & lagoon.

DEPARTMENT OF PUBLIC WORKS

North West River (Labrador) Nfld: Labrador Transport Ltd, construction of post office bldg. *Aguathuna Nfld:* Cletus White, construction of post office bldg. *Bauline Nfld:* Babb Construction Ltd, slipway reconstruction. *Bay de Verde Nfld:* Quinlan Brothers Ltd, construction of post office bldg. *Doyles Nfld:* H V Randell Ltd, construction of post office bldg. *Gaultois Nfld:* Glen Construction Co Ltd, construction of post office bldg. *Hant's Harbour Nfld:* H Drover & Co Ltd, construction of post office bldg. *Heart's Content Nfld:* Chau-Ward Construction Co Ltd, construction of post office bldg.

Kelligrews Nfld: Canning & Butler, construction of post office bldg. *La Scie Nfld:* Chau-Ward Construction Co, construction of post office bldg. *Lourdes Nfld:* H V Randell Ltd, construction of post office bldg. *Millertown Nfld:* T J Hewlett & Son Ltd, construction of post office bldg. *Milltown Nfld:* Glen Construction Co Ltd, construction of post office bldg. *Mount Pearl Nfld:* Benson Builders Ltd, construction of post office bldg. *New Perlican Nfld:* Glen Construction Co Ltd, construction of post office bldg. *Port de Grave Nfld:* Max Benson, construction of post office bldg. *Ramea Nfld:* Glen Construction Co Ltd, wharf repairs. *St. John's Nfld:* All Sales Equipment Contracting Ltd, south side road extension.

Miminegash P E I: Northumberland Construction Ltd, construction of landing. *Morell P E I:* Town & Country Construction, construction of post office bldg. *Barrios Beach N S:* F W Digdon & Sons Ltd, reconstruction of shore protection. *Cheticamp N S:* Chiasson Brothers, installation of water supply. *East Port Lehebert N S:* Mosher & Rawding Ltd, harbour improvements (wharf reconstruction). *Eureka N S:* Rober Higgins Co Ltd, construction of post office bldg. *Hunt's Point N S:* Mosher & Rawding Ltd, construction of post office bldg.

Little River N S: Martells Construction Ltd, harbour improvements. *Mill Village N S:* Mosher & Rawding Ltd, construction of post office bldg. *New Victoria N S:* Ells & Sawlor Ltd, construction of post office bldg. *North Sydney N S:* Ells & Sawlor Ltd, alterations & addition to RCMP quarters. *Petit de Grat N S:* G J Forgeron, breakwater construction. *Petite Riviere Bridge N S:* Liverpool Lumber Co Ltd, construction of post office bldg. *Port Hastings N S:* Peers Construction, construction of post office bldg. *Port Morien N S:* Douglas Enterprises Ltd, construction of post office bldg.

Rose Bay N S: E K Potter Ltd, construction of post office bldg. *Scotsburn N S:* MacBurnie Brothers Ltd, construction of post office bldg. *Sheet Harbour N S:* L B Stevens Construction Ltd, construction of RCMP quarters. *Shelburne N S:* McNamara Construction

of Nova Scotia Ltd, harbour improvements. *South Brookfield N S:* Mosher & Rawding Ltd, construction of post office bldg. *Thorburn N S:* Robert Higgins Co Ltd, construction of post office bldg. *Tiverton N S:* B A Alcorn, construction of post office bldg. *West Arichat N S:* Peers Construction, construction of post office bldg.

Arthurette N B: Ancher J Andersen, construction of post office bldg. *Ingall's Head N B:* Modern Construction Ltd, breakwater repairs. *Moncton N B:* La Construction Acadienne Ltd, extension to loading platform, federal bldg. *Saint John N B:* J H Pullen, interior painting & repairs to plaster, post office bldg; Eastern Painting Contractors, interior painting & repairs to plaster, Customs Bldg, 189 Prince William st. *Shippegan N B:* Ernest Deschenes, well drilling & pump houses (industrial water supply).

Anse au Griffon Que: Guy Lepage, construction of post office bldg. *Argentenay Que:* Robert Roberge, construction of post office bldg. *Dorion-Vaudreuil Que:* M & H Gauthier & Freres Ltee, addition & alterations to post office bldg. *Douglastown Que:* Andre Lepage, construction of post office bldg. *Etang du Nord Que:* Robert Ducasse, construction of post office bldg. *Evain Que:* Adelard Pelletier Inc, construction of post office bldg. *Kamouraska Que:* Hector Dupont, construction of post office bldg.

Lacolle Que: Roger Messier, wharf construction. *Lac Saguay Que:* Les Entreprises Mont-Daniel, wharf repairs. *Langlais Que:* Cyrille Bouchard, construction of post office bldg. *La Petite Riviere St-Francois Que:* Rene Racine, construction of post office bldg. *Laterriere Que:* Girard & Frere Enr, construction of post office bldg. *L'Echourie Que:* Guy Lepage, construction of post office bldg. *Martel Que:* Girard & Frere Enr, construction of post office bldg.

Montreal Que: Rosemere Service Electric Ltd, installation of electrical distribution system, fish inspection laboratory, Packard Bldg. *Newport Que:* Jean Paul Gagnon, construction of post office bldg. *Newport Point Que:* Atlas Construction Co Ltd, harbour improvements. *Petit Cap Que:* Andre Lepage, construction of post office bldg. *Quebec & Levis Que:* Quebec Nettoyeurs a Domicile Enr, cleaning windows of federal bldgs. *St Anicet Que:* Turnbull Construction Inc, wharf reconstruction. *St Boniface de Shawinigan Que:* Maurice Bonefant & Fils Enr, construction of post office bldg.

St Elie Que: Val Barrette Construction Ltee, construction of post office bldg. *St Evariste de Forsyth Que:* Romeo Lapierre, construction of post office bldg. *St Fidele Que:* Girard & Frere Enr, construction of post office bldg. *St Gabriel de Kamouraska Que:* Joseph Boulay, construction of post office bldg. *St Hilarion Que:* Eugene Tremblay, construction of post office bldg. *St Irenee Que:* Eugene Tremblay, construction of post office bldg. *St Laurent Que:* Prieur Entreprises Inc, storage bldg addition for the National Film Board. *St Luc de Matane Que:* Robert Ducasse, construction of post office bldg.

St Magloire Que: Grenier & Charest, construction of post office bldg. *St Methode de Frontenac Que:* Herve Lessard & Sigefroid Labrecque, construction of post office bldg. *Ste Monique (Lac St Jean) Que:* Cyrille Bouchard, construction of post office bldg. *St Nazaire de Chicoutimi Que:* Construction Gautrac Ltee, construction of post office bldg. *St Paulin Que:* Alcide Beland, construction of post office bldg. *St Philippe de Neri Que:* Hector Dupont, construction of post office bldg. *Ste Rose de Watford Que:* Raymond Bouchard & Cyprien Lacroix, construction of post office bldg.

St Vianney Que: Henri Dube, construction of post office bldg. *Tourville Que:* Raymond Bouchard & Cyprien Lacroix, construction of post office bldg. *Tring Jonction Que:* Phillipe Bolduc & Leo Grenier, construction of post office bldg.

Cobourg Ont: Stellmar Contracting Co Ltd, installation of rubber fendering, east pier. *Collin's Bay Ont:* Atlas Asbestos Co, application of asbestos sheeting to roof, penitentiary. *Gravenhurst Ont:* William L Jackson, interior cleaning & maintenance of federal bldg. *Hamilton Ont:* Sky Light Window Cleaning Co, window cleaning, federal bldgs. *Islington Ont:* Raney Brady McCloy Ltd, installation of mail conveyor, post office. *Kakabeka Falls Ont:* J Andersen Construction, construction of post office bldg. *Kingston Ont:* Univex (Canada) Ltd, electrical services & installations, penitentiary. *Kitchener Ont:* Brandon Tile & Construction Ltd, alterations, Citizenship Court, federal bldg. *Oakville Ont:* Anchor Construction Co, Bronte harbour improvements.

Ottawa Ont: Durie Mosaic & Marble Ltd, application of epoxy to floorings, west block; Beaudoin Construction Ltd, alterations to various floors, Confederation Bldg; Cribb Construction Co Ltd, construction of irrigation pump house & intake structure, CEF; J R Statham Construction Ltd, construction of hatchery, CEF; Robert Construction Co (Ottawa) Ltd, addition & alterations to Communications Bldg; A Lanctot Construction Co, soundproofing, air conditioning & electrical renovations, "A" Bldg, Cartier Square; Sanco Ltd, interior

cleaning, Temporary Bldg 8; Alcan Colony Contracting, sanitary sewer installation, Animal Research Institute, Green Belt area; A Bruce Benson Ltd, installation of sterilizer can washer, Centre Block, Parliament Bldgs; R R Construction, alterations to room B-54, K W Neatby Bldg, CEF; R R Construction, alterations to Bradley barn, CEF; Coady Construction Ltd, alterations to basement, Lorne Bldg.

Petawawa Ont: Stanley G Brookes Ltd, installation of greenhouse lighting & air conditioning, Dept of Forestry. *Port Lambton Ont:* Bert Wesley Construction Ltd, construction of post office bldg. *Prescott Ont:* M Sullivan & Son Ltd, construction of federal bldg. *St Joachim Ont:* J S Thornton, construction of post office bldg. *Sault Ste Marie Ont:* George Stone & Sons Ltd, alterations to Dominion Bldg. *Sioux Lookout Ont:* Hakala Construction, construction of doctor's residence, Indian hospital, Dept of National Health & Welfare. *Vineland Ont:* Moran Construction Ltd, construction of research laboratory, Dept of Agriculture. *Weston Ont:* Great Lakes Machinery Installation, installation of mail conveyor & lighting alterations, federal bldg.

Fort Qu'Appelle Sask: G Hahn Contracting Ltd, interior alterations to federal bldg. *Leask Sask:* P Chuhaniuk, construction of post office bldg. *North Battleford Sask:* Charles Meckling, interior painting, federal bldg. *Swift Current Sask:* Conn-Mac Mechanical Construction, installation of mechanical equipment for growth bed, research laboratory, Dept. of Agriculture. *Drumheller Alta:* McNamara Construction Western Ltd, construction of Young Offender's Institution. *Edmonton Alta:* Ernest Painting & Decorating, painting, federal bldg.

North Surrey B C: Allan & Viner Construction Ltd, construction of post office bldg. *Vancouver B C:* Rainbow Painting Co Ltd, repainting of floors, DVA Bldg. *Victoria B C:* Wakeman & Trimble Contractors Ltd, alterations to dome, Dominion Astrophysical Observatory; Wakeman & Trimble Contractors Ltd, construction of storage bldg, Dominion Astrophysical Observatory. *Fort Franklin N W T:* Byrnes & Hall Construction Ltd, construction of nursing station. *Yellowknife N W T:* O I Johnson Construction Ltd, alterations to Sir John Franklin School.

In addition, this Department awarded 42 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

St Catharines Ont: Bennett & Wright Contractors Ltd, power line diversion & power supply facilities, Administration Bldg, Welland canal. *St Catharines, Thorold & Port Colborne Ont:* Moir Construction Co Ltd, rehabilitation of wood fenders of tie-up walls, locks 1 to 8 & guard gate, Welland Canal.

DEPARTMENT OF TRANSPORT

Halifax N S: Fundy Construction Co Ltd, construction of sand storage bldg & related work. *Quebec Que:* Jinchereau & Tardif Enr, construction of sand storage bldg & related work. *Kirkfield Ont:* Conrad-Rawlinson Ltd, painting steelwork of lift lock. *Red Lake Ont:* D R McCormick Electric Ltd, provision of commercial power supply to NDB, airport. *Timmins Ont:* Timmins Electric Ltd, installation of additional flood & security lighting, airport. *on the Trent canal Ont:* Welcon Ltd, construction of equipment storage bldg, Murray Township.

Winnipeg Man: A W Homme Ltd, construction of sand storage bldg & related work, airport. *Edmonton Alta:* Ness Construction Ltd, construction of sand storage bldg & related work. *Fort Nelson B C:* Tomkins Contracting Ltd, flightway clearing, etc, airport. *Fort St John B C:* McCormick Electric Ltd, installation of identification lights, runway 20, etc, airport. *Fort Smith N W T:* McCormick Electric Ltd, installation of identification lights, Runway 28, etc, airport.

In addition, this Department awarded 13 contracts containing the General Fair Wages Clause.

PRICE INDEX

Consumer Price Index, March 1965

The consumer price index (1949=100) for Canada at the beginning of March edged up to 137.3, a level 0.1 per cent higher than the February index of 137.2 and 2.0 per cent higher than the March 1964 index of 134.6.

Indexes for four of the seven main components increased during the month, the greatest rise, 0.8 per cent, occurring in the clothing index. The transportation index was 0.5 per cent lower; health and personal care, and recreation and reading were unchanged.

The food index rose 0.2 per cent to 133.3 from 133.1. Price movements were mixed: for powdered skim milk, evaporated milk, ice cream, fats, eggs, most fresh and canned vegetables, apples, grapes, cookies, cake mix, peanut butter, pickles, most cuts of beef and pork, and turkey, prices increased; for sugar, jam, grapefruit, bananas, canned and frozen orange juice, and chicken, they decreased.

The housing index increased 0.1 per cent to 140.2 from 140.1. The shelter component rose fractionally; prices were higher for repairs but rentals remained unchanged. The household operation component increased slightly as prices of furniture and carpets rose from last month's sales levels. Prices for some household supplies also advanced slightly.

The clothing index advanced 0.8 per cent to 120.4 from 119.5 as widespread price increases were reported for men's, women's, and children's wear, footwear, laundry and shoe repairs. Lower prices occurred for rayon dress material, men's and boys' undershirts and boys' flannelette sport shirts.

The transportation index dropped 0.5 per cent to 145.6 from 146.3, reflecting a decrease in the automobile operation component. Generally lower prices for new cars and some decreases for gasoline and tires outweighed price increases for licenses, repairs, motor oil, and batteries.

The health and personal care index was unchanged at 174.6 despite a slight decrease in the personal care supplies component.

The recreation and reading index was unchanged at 153.4. The reading component was unchanged and lower prices for television repair in four cities, which outweighed increases in five cities, were not sufficient to move the recreation component.

The tobacco and alcohol index rose 0.1 per cent to 121.9 from 121.8 as higher prices for liquor in Quebec increased the alcoholic beverages component. An increase in the price of cigarette tobacco did not move the tobacco component.

Group indexes in March were: food 131.3, housing 137.5, clothing 118.6, transportation 143.0, health and personal care 165.4, recreation and reading 152.3, tobacco and alcohol 119.4.

City Consumer Price Indexes, February 1965

Consumer price indexes (1949=100) rose in nine of the ten regional cities between January and February. The Vancouver index declined 0.1 per cent.

Increases ranged from 0.1 per cent in Saint John and Montreal to 0.4 per cent in St. John's and Ottawa.

Food indexes were higher in eight cities and lower in two. Housing indexes moved up slightly in three cities, down in two and were unchanged in five. Clothing indexes rose in six cities, fell in one and remained constant in three. Transportation indexes held steady in eight cities, increased in one and decreased in one. Health and personal care indexes moved up in seven cities, down in two and remained unchanged in one. Recreation and reading indexes decreased in all ten cities. Indexes for tobacco and alcohol were higher in four cities, constant in five and lower in one.

Regional consumer price index point changes between January and February were: St. John's +0.5 to 122.5*; Ottawa +0.5 to 137.2; Halifax +0.4 to 133.0; Toronto +0.4 to 138.6; Winnipeg +0.4 to 134.4; Saskatoon-Regina +0.3 to 130.8; Edmonton-Calgary +0.2 to 129.0; Saint John +0.1 to 135.6; Montreal +0.1 to 136.4 and Vancouver −0.2 to 134.3.

Wholesale Price Index, February 1965

The general wholesale index (1935-39=100) eased down to 246.6 in February. This was 0.1 per cent lower than the January index of 246.8 but higher by 0.2 per cent than the February 1964 index of 246.2. Four major group indexes declined while three moved up. Iron products was the only group unchanged at 259.3.

The vegetable products group index declined 2.4 per cent to 218.3 in February from 223.7 in January. Decreases were recorded in chemical products to 192.4 from 192.8; non-ferrous metals to 212.3 from 212.6, and textile products to 247.9 from 248.0.

The animal products group index advanced 1.9 per cent to 256.2 from 251.5 and the non-metallic minerals group from 1.7 per cent to 192.2 from 188.9. Wood products rose to 333.1 from 333.0.

* On base June 1951=100.

The index of Canadian farm product prices at terminal markets (1935-39=100) eased 0.6 per cent from 226.0 to 224.7 in the four-week period ending February 26. The field products index declined 2.1 per cent from 185.1 to 181.2, and the animal products index edged up 0.5 per cent from 266.9 to 268.2.

The price index of residential building materials (1935-39=100) rose 0.1 per cent in February, to 341.4 from 340.9 in January. On the 1949 base it rose to 149.7 from 149.5.

The price index of non-residential building materials (1949=100) rose 0.5 per cent to 146.2 from 145.5.

U.S. Consumer Price Index, February 1965

The United States consumer price index (1957-59=100) remained unchanged in February from the January level of 108.9. In February, 1964, the index was 107.6.

As there was no rise in prices during the month, the real purchasing power of the typical factory worker rose by 20 cents a week.

Essentially the stability of consumer prices was traceable to offsetting movements in the prices of different items.

Lower prices were registered for new and used cars, gasoline, eggs, citrus fruits, most cuts of beef and long-distance telephone service.

Women's apparel, automobile and household insurance premiums advanced as well as automobile repairs and public transportation. Higher prices were also recorded for poultry, bacon, potatoes, apples, cucumbers and bananas.

British Index of Retail Prices, January 1965

The British index of retail prices (Jan. 16, 1962=100) rose to 109.5 at mid-January from 109.2 at mid-December 1964. The index one year earlier was 104.7.

The food group index rose to 110.3 from 109.9.

The average index for 1964 was 107.0.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 198

Ability Tests

1. GUILFORD, JOY PAUL. *Psychometric Methods.* 2d ed. New York, McGraw-Hill, 1954. Pp. 597.

2. SUPER, DONALD EDWIN. *Appraising Vocational Fitness by Means of Psychological Tests* [by] Donald E. Super [and] John O. Crites. Rev. ed. New York, Harper [1962]. Pp. 688.

A guide to the most useful vocational tests. "For each testing device, the book covers such factors as its applicability, contents, administration and scoring norms, standardization and initial valuation, reliability, correlation with educational achievement, with other tests, and with success on the job, and use in counseling and selection."

Agriculture—Economic Aspects

3. HARSANY, PETER. *Adjustments and Economic Planning in Canadian Agriculture.* Montreal, Academic Publishing Co., 1964. Pp. 116.

"Originally presented as a discussion paper, Department of Agricultural Economics, MacDonald College, McGill University."

4. NORTH DAKOTA. AGRICULTURAL EXPERIMENT STATION, FARGO. DEPARTMENT OF AGRICULTURAL ECONOMICS. *Community Resource Development Guides* [by] Fred R. Taylor [and others. Fargo] 1964. Pp. 81, 14.

"Prepared by the Dept. of Agricultural Economics, North Dakota Agricultural Experiment Station, in cooperation with the Engineering Experiment Station, North Dakota State University of Agriculture and Applied Science, and the North Dakota Economic Development Commission for the Small Business Administration, Washington, D.C."

Annual Reports

5. AUSTRALIAN STEVEDORING INDUSTRY AUTHORITY. *Report for Year ended 30th June, 1964, with Financial Accounts.* Sydney, 1964. Pp. 96.

6. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Summary of Business Activity in British Columbia,*

1964; an Annual Survey of Economic Conditions, with a Statistical Supplement for the Years, 1954-1964. Victoria, 1964. Pp. 52, xxvi.

7. GREAT BRITAIN. MINISTRY OF LABOUR. *Time Rates of Wages and Hours of Work, 1st April 1964.* London, HMSO, 1964. Pp. 310.

Automation

8. DYMOND, WILLIAM RICHARD. *The Impact of Technological Change on Manpower Development. Talk . . . to the First National Conference, Canadian Vocational Association, Montreal, May 7th, 1964.* [Ottawa, Canada Dept. of Labour 1964] Pp. 21.

9. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. ONTARIO CHAPTER. *The Vocational Challenge of Automation; Theme of the . . . 19th Annual Meeting and Conference-Institute, October 18, 19, 20, 1963.* Ottawa, Unemployment Insurance Commission, 1964. Pp. 64, [10]

Partial Contents: The Vocational Challenge of Automation. Some Aspects of the Gill Committee Report [on unemployment insurance]. The Leaside Project, an Experiment in the Upgrading of Employee Skills. Automation. The Impact of Technological Change on Collective Bargaining. The Vocational Challenge of Automation and its Impact on the NES. Employment Policy and Manpower Development in Canada [by] the Hon. Allan J. MacEachen, Federal Minister of Labour.

10. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Solution of Personnel Problems before and during the Introduction of Electronic Data Processing Systems; Report by the West German Joint Team which visited the Netherlands and the United Kingdom from 9th-14th December, 1963. . . .* Paris, 1964. Pp. 25.

At head of title: O.E.C.D. Social Affairs Division. Programme for employers and unions. National Missions, 1963—Report no. 7.

11. VOICE OF AMERICA (RADIO PROGRAM) *Automation Series.* [Washington, 1963] 20 nos.

Lectures broadcast originally by the Voice of America.

Contents: 1. The New Industrial Revolution, by George E. Arnstein. 2. Impact of Automation on Communication, by J. Ben Lieberman. 3. The Computer by John P. Eckert. 4. Coming Developments in Computer Technology, by Charles R. DeCarlo. 5. Automation and the Growth of Systems, by Launor F. Carter. 6. Impact of Automation in Government, by Richard M. Scammon. 7. Impact of Automation in the Office, by Ida R. Hoos. 8. Automation and Information Retrieval, by Robert M. Hayes. 9. Impact of Automation in Transportation, by Wilfred Owen. 10. Impact of Automation in Processing and Manufacturing Industries, by Roger W. Bolz. 11. Impact of Automation in Retailing, by Ben B. Seligman. 12. Impact of Automation in Agriculture, by Emil Wilhelm Lehmann. 13. Impact of Automation in the Classroom, by Anna L. Hyer. 14. Impact of Automation in Science and Mathematics, by George A. W. Boehm. 15. Automation and Decision-making, by Richard Bellman. 16. The Challenge of Automation for Education, by Luther H. Evans. 17. Psychological Adjustments to Automation, by Donald N. Michael. 18. Impact on Skills on Employment, by Walter Buckingham. 19. The Challenge of Automation for Labor, by Solomon Barkin. 20. The Impact of Information Processing on Society, by Isaac L. Auerbach.

Biographies

12. CITRINE, WALTER McLENNAN CITRINE, baron. *Men and Work; an Autobiography.* London, Hutchinson, 1964. Pp. 384.

The author served as General Secretary of the Trades Union Congress from 1925 to 1946 and in this book he writes about his trade union experiences up until 1939. He tells the reader that he keeps shorthand notes of "occurrences, interviews, conversations, meetings" and writes them down the same evening or shortly afterwards from the rough notes he has made. He has known many famous men in the trade union movement and in politics and relates incidents regarding them.

13. MANDEL, BERNHARD. *Samuel Gompers, a Biography. With an introd.: Samuel Gompers, Labor Statesman or Labor Faker?* by Louis Filler. Yellow Springs, Ohio, Antioch Press, 1963. Pp. 566.

A biography of the labour leader who served as president of the American Federation of Labor from 1882 until his death in 1924 with the exception of the period between 1894 and 1895.

Business

14. DYMOND, WILLIAM RICHARD. *The Manpower Consultative Service of the Canadian Department of Labour; Talk . . . to Union Research Conference, Queen's University, Kingston, May 12, 1964.* [Ottawa, Canada Dept. of Labour] 1964. Pp. 20.

15. STUDY CONFERENCE FOR SENIOR MANAGEMENT, UNIVERSITY OF ADELAIDE, 1963. *Major Company Failures, Lessons to be learned. Proceedings . . . held at . . . University of Adelaide, 13th August, 1963.* [Adelaide, Australian Institute of Management, 1964?] Pp. 51.

Study Conference sponsored jointly by the Australian Institute of Management, Adelaide Division, and the Commerce Dept. of the University of Adelaide.

16. U.S. SMALL BUSINESS ADMINISTRATION. *Planning and coordinating Administrative Management Courses for Small Business Owners.* Edited by George C. Willman, Jr. Washington [GPO] 1961. Pp. 102.

17. U.S. SMALL BUSINESS ADMINISTRATION. *Suggested Management. Guides.* [Prepared] by H. Earl Sangston. Washington, GPO, 1962. Pp. 308.

This manual, intended for the small business owner-manager, provides information on records and record-keeping, credit and collections, banking and finance, business risks and insurance, taxation, personnel, effective selling, advertising, sales promotion, and modern store design. It also outlines services provided by the U.S. Small Business Administration.

Economic Conditions

18. BANK OF JAPAN. *Outline of Japanese Economy and Finance.* Tokyo, 1964. Pp. 69.

19. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Belgium-Luxembourg Economic Union.* Paris, 1964. Pp. 47.

20. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Spain.* Paris, 1964. Pp. 46.

21. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Yugoslavia.* Paris, 1964. Pp. 42.

22. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *World Economic Survey, 1963. II. Current Economic Developments.* New York, United Nations, 1964. Pp. 120.

23. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Economic Survey of Europe in 1963.* Part 1. *The European Economy in 1963.* Geneva, 1964. Pp. 60, 78, 35.

24. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *The Economic Development of Latin America in the Post-war Period.* New York, United Nations, 1964. Pp. 147.

Employees—Training

25. INTERNATIONAL LABOUR OFFICE. *Manpower Information Training Guide.* Geneva, 1960. 1 volume (various pagings).

"The text . . . was prepared originally . . . [for] a course conducted by the I.L.O. in 1960 at the University College of the West Indies for labour officers of the Unit Territories of the Federation of the West Indies."

26. INTERNATIONAL LABOUR OFFICE. *West Indies Manpower Information Training Course; Discussion Guide.* Mona, Jamaica, University College of the West Indies, 1960. 1 volume (various pagings).

At head of title: Expanded programme of technical assistance.

Prepared for a course held at the University College of the West Indies, August 1960.

Employment Management

27. BOSTICCO, MARY. *Modern Personnel Management.* London, Business Publications, 1964. Pp. 244.

Considers such aspects of employment management as employee selection, training, compensation, working conditions, employee services, and, industrial relations.

28. FOUNDATION FOR RESEARCH ON HUMAN BEHAVIOR. *Performance Appraisals; Effects on Employees and Their Performance.* Ann Arbor, Mich., 1963. Pp. 64.

Abstract of the discussion at a seminar sponsored by the Foundation in March 1963. Editor: A. F. Zander.

Housing

29. U.S. BUREAU OF LABOR STATISTICS. *Labor and Material Requirements for Private One-Family House Construction.* Washington, GPO, 1964 Pp. 37.

30. U.S. BUREAU OF LABOR STATISTICS. *Labor and Material Requirements for Public Housing Construction.* Washington, GPO, 1964. Pp. 42.

Industrial Relations

31. DALHOUSIE LABOUR INSTITUTE FOR THE ATLANTIC PROVINCES, HALIFAX, 1963. *Dalhousie Labour Institute for the Atlantic Provinces, May 27-31, 1963 . . .* [*Proceedings*] Halifax, Dalhousie Labour-University Committee, Institute of Public Affairs, Dalhousie University, 1963. Pp. 82.

Some of the topics discussed at this Labour Institute were the labour force in Canada and the Atlantic Provinces, industrial relations, economic development in the Atlantic Provinces, and the labour movement in Quebec. One of the speakers was W. R. Dymond, Assistant Deputy Minister of the Federal Department of Labour, whose topic was, "Our changing labour force—Canada and the Atlantic Provinces."

32. WOODS, NOEL S. *Industrial Conciliation and Arbitration in New Zealand.* Wellington, Government Printer, 1963. Pp. 208.

The author, Chief Research Officer and Registrar of Industrial Unions of the New Zealand Department of Labour, traces the development of conciliation and arbitration in New Zealand from the 1890's down to 1961. He explains why New Zealand has developed an industrial relations system which is unlike that of most other countries.

Industry

33. CANADA. DEPARTMENT OF MINES AND TECHNICAL SURVEYS. MINES BRANCH. *A Report to the National Productivity Council on Research and Development in the Canadian Mineral Industries,* by John Convey and V. A. Haw. Ottawa, 1963. Pp. 85.

34. CANADA. DEPARTMENT OF MINES AND TECHNICAL SURVEYS. MINES BRANCH. *A Report to the National Productivity Council on Research and Development in the Canadian Primary Iron and*

Steel Industry, by John Convey, D. K. Faurschou and J. H. Walsh. Ottawa, 1963. Pp. 29.

International Conference of Labour Statisticians

35. INTERNATIONAL LABOUR OFFICE. *General Report on Labour Statistics*, prepared for the Ninth International Conference of Labour Statisticians, Geneva, April-May 1957. First item on the agenda. Geneva, 1957. Pp. 60. At head of title: Report 1.

36. INTERNATIONAL LABOUR OFFICE. *General Report on Labour Statistics.* Report prepared for the Tenth International Conference on Labour Statisticians, Geneva, 2-12 October 1962. First item on the agenda. Geneva, 1962. Pp. 47. At head of title: Report 1.

37. INTERNATIONAL LABOUR OFFICE. *International Classification according to Status.* Report prepared for the Ninth International Conference of Labour Statisticians, Geneva, April-May 1957. Third item on the agenda. Geneva, 1957. Pp. 54 At head of title: Report 3.

38. INTERNATIONAL LABOUR OFFICE. *Measurement of Underdevelopment.* Report prepared for the Ninth International Conference of Labour Statisticians, Geneva, April-May 1957. Fourth item on the agenda. Geneva, 1957. Pp. 94. At head of title: Report 4.

39. INTERNATIONAL LABOUR OFFICE. *Social Security Statistics: Development and Uses.* Report prepared for the Ninth International Conference of Labour Statisticians, Geneva, April-May 1957. Fifth item on the agenda. Geneva, 1957. Pp. 59. At head of title: Report 5.

40. INTERNATIONAL LABOUR OFFICE. *Statistics of Hours of Work.* Report prepared for the Tenth International Conference of Labour Statisticians, Geneva, October 1962. Third item on the agenda. Geneva, 1962. Pp. 42. At head of title: Report 3.

Labour Laws and Legislation

41. U.S. BUREAU OF EMPLOYMENT SECURITY. *Comparison of State Unemployment Insurance Laws as of January 1, 1964.* Washington, GPO, 1964. Pp. 156.

42. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws.* Rev. September 1964. Washington, GPO, 1964. Pp. 83.

43. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in Thailand.* Washington, GPO, 1964. Pp. 56.

44. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in the Trust Territory of New Guinea under Australian Administration.* Washington, GPO, 1964. Pp. 93.

45. U.S. BUREAU OF LABOR STATISTICS. *Labor Law and Practice in the Union of Burma.* Washington, GPO, 1964. Pp. 59.

Labouring Classes

46. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *Report on the Fourth World Congress on the Prevention of Occupational Accidents and Diseases in London, England, July 13 to 18, 1964*, by J. H. Currie. Ottawa, 1964. Pp. 8, 2, 2, 1.

Contains summaries of the first three conferences, in the appendices.

47. COOLEY, OSCAR WILLIAM. *Paying Men not to work.* Caldwell, Idaho, Caxton Printers, 1964. Pp. 196.

The author alleges that U.S. Federal and state governments are subsidizing idleness. He says, "If, for example, unemployment compensation, plus the non-monetary rewards and emoluments of leisure, exceed the net wages for working, it is only logic to conclude that workers will choose the former rather than the latter." He writes about "depressed areas," labour mobility, public employment offices, etc.

48. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Labor in a Prosperous Japan*, by Solomon B. Levine. Urbana, 1964. Pp. 212-218.

A brief examination of the Japanese labouring classes, the labour market, industrial relations, and collective bargaining.

49. INTERNATIONAL LABOUR OFFICE. *The Role of Co-operatives in the Economic and Social Development of Developing Countries.* [Pt. 1] Seventh item on the agenda. Geneva. 1964. Pp. 63.

At head of title: Report 7(1). International Labour Conference. 49th session, Geneva, 1965.

A brief consideration of the co-operative movement as it exists today and of the factors that might impede its development in underdeveloped countries. A questionnaire is included for completion by member countries.

50. NEW YORK (STATE) DEPARTMENT OF LABOR. *Jobs, 1960-1970; the Changing Pattern. Manpower and Technological Change in New York State.* Albany, 1960. Pp. 40.

51. NORGREN, PAUL HERBERT. *Toward Fair Employment*, by Paul H. Norgren and Samuel E. Hill, with the assistance of F. Ray Marshall. New York, Columbia University Press, 1964. Pp. 296. Available in

Canada from Copp Clark Publishing Company, Toronto.

A study of the effects of U.S. fair labour legislation at the local, state and federal level on the employment of Negroes.

52. U.S. BUREAU OF LABOR STATISTICS. *Health and Insurance Benefits and Pension Plans for Salaried Employees, Spring 1963.* Washington, GPO, 1964. Pp. 13.

53. *The Worker in the New Industrial Environment; a Report of a Seminar jointly sponsored by the Institute of Labor and Industrial Relations of the University of Michigan and Wayne State University, and the Foundation for Research on Human Behavior.* Ann Arbor, Mich., Foundation for Research on Human Behavior, c1962. Pp. 50.

Two topics, among others, were discussed at this seminar: the source of work satisfaction; and, the impact of technology and automation on the worker.

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54. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Average Earnings of Physicians and Surgeons in Canada, 1957-1960.* Ottawa, Queen's Printer, 1964. Pp. 107.

55. U.S. BUREAU OF LABOR STATISTICS. *Employment of Scientific and Technical Personnel in State Government Agencies, 1962.* Washington, GPO, 1964. Pp. 77.

Provides statistical information about scientists, engineers, and technicians in the employment of state governments in 1962.

56. U.S. BUREAU OF LABOR STATISTICS. *Employment in Professional Mathematical Work in Industry and Government; Report on a 1960 Survey prepared for the National Science Foundation in Cooperation with the Mathematical Association of America.* Washington, 1962. Pp. 82.

A survey of mathematical workers, other than teachers, based on replies to questionnaires from almost 1,500 respondents.

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57. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Salary and Wage Rate Survey, British Columbia, July 1964. A Sudy of Salary and Wage Rates in Selected Clerical, Professional and Trade Occupations in Business, Industrial and Service Establishments in Four Regions: Metropolitan Vancouver, Metropolitan Victoria, Selected Southern Interior Centres, Selected Northern Centres.* Victoria, 1964. Pp. 25.

58. U.S. BUREAU OF LABOR STATISTICS. *Employment and Earnings Statistics for States and Areas, 1939-63. Based on the 1957 Standard Industrial Classification.* Washington, GPO, 1964. Pp. 692.

Miscellaneous

59. BUCKLEY, HELEN LAWRENCE (AIKENHEAD). *The Indians and Metis of Northern Saskatchewan; a Report on Economic and Social Development,* by Helen Buckley, J. E. M. Kew [and] John B. Hawley. Saskatoon, Centre for Community Studies, 1963. Pp. 114.

This is one of several papers prepared for the Saskatchewan Department of Natural Resources by the Centre for Community Studies.

60. CHOMBART DE LAUWE, MARIE JOSE. *La femme dans la société; son image dans différents milieux sociaux,* par Marie-José Chombard de Lauwe [et al.] Paris, Centre national de la recherche scientifique, 1963. Pp. 439.

Describing the results of an investigation in France, this report analyses the psychological, economic and social motivations which govern the attitudes of men and women toward the problem of the place of women in society. Employment, family life, and marital relations (legal and political aspects) are discussed extensively.

61. CLARK, CHARLES HUTCHINSON. *Brainstorming, the Dynamic New Way to create Successful Ideas.* [1st ed.] Garden City, N.Y., Doubleday, 1958. Pp. 262.

"Brainstorming is a method of creative thinking. It is based on the premise that there are constantly better ways of doing things; new ideas, methods, materials, and ever changing combinations of old ones." The author explains how "brainstorming" has helped individuals and companies.

62. PIPES, RICHARD EDGAR, *The Formation of the Soviet Union; Communism and Nationalism, 1917-1923.* Rev. ed. Cambridge, Harvard University Press, 1964. Pp. 365.

A history of the disintegration of the Russian Empire during the 1917 Revolution and an account of the formation of the Union of Soviet Socialist Republics. Mr. Pipes is Professor of History at Harvard University and his book is published as one of the Harvard University Russian Research Center Studies.

63. WHITNEY, BYRL ALBERT. *Whitney's Parliamentary Procedure; a Simplified Manual for Group Decision-making, with Annotated Text coordinated with Complete Chart of Parliamentary Motions.* New York, Dell, 1964. Pp. 189. Paperback edition.

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A—Labour Force

Notes on the Revision of Labour Force Statistics

Beginning with the statistics for March 1965 presented in Tables A-1, A-2 and A-3, Labour Force Survey data are weighted up to estimates of population that take into account 1961 Census counts of population. They are not strictly comparable with labour force statistics already published for the period July 1956 to February 1965, which were weighted to population estimates projected from the 1956 Census.

So that comparison can be made with past data, summary labour force characteristics reweighted to the revised estimates of population are provided for the period July 1956 to February 1965 in the Supplement attached to the Dominion Bureau of Statistics publication, *The Labour Force, March 1965* (Catalogue No. 71-001).

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 20, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairies	British Columbia
The Labour Force	6,908	585	1,969	2,535	1,176	643
Men	4,905	426	1,415	1,770	841	453
Women	2,003	159	554	765	335	190
14–19 years	623	60	203	199	110	51
20–24 years	893	91	303	285	140	74
25–44 years	3,080	234	886	1,163	512	285
45–64 years	2,093	179	528	799	372	215
65 years and over	219	21	49	89	42	18
Employed	6,521	512	1,816	2,456	1,127	610
Men	4,581	360	1,283	1,709	799	430
Women	1,940	152	533	747	328	180
Agriculture	538	28	105	133	252	20
Non-agriculture	5,983	484	1,711	2,323	875	590
Paid workers	5,462	434	1,549	2,147	799	533
Men	3,712	298	1,062	1,457	523	372
Women	1,750	136	487	690	276	161
Unemployed	387	73	153	79	49	33
Men	324	66	132	61	42	23
Women	63	*	21	18	*	10
Persons not in labour force	6,119	679	1,802	2,035	1,024	579
Men	1,549	201	442	479	273	154
Women	4,570	478	1,360	1,556	751	425

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED MARCH 20, 1965, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14-19 years all persons	20-64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	13,027	2,112	3,733	979	3,842	949	1,412
Labour Force	6,908	623	3,575	814	1,012	665	219
Employed	6,521	557	3,398	723	988	648	207
Unemployed	387	66	177	91	24	17	12
Not in labour force	6,119	1,489	158	165	2,830	284	1,193
Participation rate[2]							
1965, March 20	53.0	29.5	95.8	83.1	26.3	70.1	15.5
February 20	52.7	29.4	95.7	83.0	25.7	69.5	15.3
Unemployment rate[3]							
1965, March 20	5.6	10.6	5.0	11.2	2.4	2.6	5.5
February 20	5.8	10.4	5.2	11.4	2.3	2.9	5.1

(1) Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

(2) The Labour Force as a percentage of the population 14 years of age and over.

(3) The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED MARCH 20, 1965

(estimates in thousands)

SOURCE: DBS Labour Force Suvrey

	March 1965	February 1965	March 1964
Total Unemployed	387	397	456
On temporary layoff up to 30 days	25	29	30
Without work and seeking work	362	368	426
Seeking full-time work	343	349	409
Seeking part-time work	19	19	17
Seeking under 1 month	79	83	82
Seeking 1-3 months	142	179	165
Seeking 4-6 months	92	59	121
Seeking more than 6 months	49	47	58

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY*

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
January	48.3	520.0	168.8							1,815.9
February	48.6	524.0	166.2	69.1	312.0	98.8	793.3	1,727.4	220.6	1,824.7
March	48.7	529.3	165.4							1,838.3
April	47.3	532.0	170.7							1,869.6
May	49.1	547.4	175.5	74.1	381.2	104.6	827.2	1,817.5	226.1	1,940.3
June	51.2	557.7	179.8							1,994.5
July	52.4	546.0	182.5							1,981.2
August	50.1	567.2	185.5	104.0	461.9	109.1	850.9	1,826.1	230.5	2,016.6
September	50.1	575.6	188.8							2,072.1
October	51.5	565.4	185.7							2,051.8
November	51.7	565.9	181.3	96.4*	426.8*	108.4*	887.2*	1,876.5*	232.6*	2,033.6
December*	51.4	551.5	178.4							1,978.6
1965—										
January†	52.2	564.7	182.2							1,988.3
Seasonally Adjusted										
1960—Total	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total	542	5,306	1,862	283	1,252	357	2,740	5,616	820	18,996
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	872	21,546
1964—Total	600	6,579	2,129	344	1,584	421	3,358	7,247	910	23,416
1964—										
January	48.7	532.1	173.0							1,882.1
February	49.1	534.6	172.8	81.3	386.9	102.0	812.9	1,744.1	223.8	1,896.5
March	49.8	537.3	173.8							1,904.0
April	49.2	536.8	174.8							1,914.0
May	49.4	541.9	174.9	86.7	382.3	104.1	829.0	1,787.9	226.1	1,925.9
June	50.0	544.9	175.4							1,934.5
July	50.3	549.7	177.1							1,955.4
August	49.8	558.0	177.3	90.4	390.3	106.3	850.3	1,841.8	228.9	1,972.3
September	49.8	561.7	183.8							1,998.6
October	51.0	557.7	182.2							1,999.5
November	51.5	564.0	179.8	85.1*	422.4*	108.4*	866.4*	1,873.9*	230.9*	2,014.0
December*	51.8	563.3	183.7							2,020.2
1965—										
January†	52.8	577.1	186.2							2,060.1

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised.

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at December 1964 employers in the principal non-agricultural industries reported a total employment of 2,979,245. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	182.0	78.17	109.9	183.6	80.73
1962	121.5	187.6	80.59	113.3	189.2	83.17
1963	124.6	194.2	83.43	116.4	196.1	86.24
1963—						
December	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January	123.3	198.1	85.10	117.0	200.9	88.83
February	123.0	199.6	85.74	117.7	202.4	88.98
March	123.5	198.5	85.27	118.4	202.0	88.82
April	124.6	201.0	87.33	118.6	203.9	89.66
May	129.1	202.0	86.80	121.4	204.8	90.05
June	133.4	201.6	86.62	124.2	204.1	89.73
July	134.0	202.0	86.76	122.6	202.7	89.11
August	136.4	203.0	87.19	126.4	203.9	89.65
September	136.2	204.8	88.00	126.3	207.0	91.01
October	134.7	205.9	88.47	123.6	207.3	91.15
November*	134.7	204.7	87.94	124.4	206.8	90.91
December†	131.2	199.5	85.70	121.9	202.0	88.80

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Dec. 1964	Nov. 1964	Dec. 1963	Dec. 1964	Nov. 1964	Dec. 1963
				$	$	$
Provinces						
Atlantic Region	110.1	114.5	106.4	71.69	73.30	68.55
Newfoundland	137.6	150.6	131.6	79.21	79.26	74.68
Prince Edward Island	125.7	147.1	123.2	63.12	60.26	59.70
Nova Scotia	99.7	101.3	96.6	68.28	72.07	65.98
New Brunswick	109.9	112.7	106.4	72.05	72.15	68.82
Quebec	130.5	134.8	124.5	83.38	86.28	79.09
Ontario	135.3	138.0	128.2	88.78	90.70	84.82
Prairie Region	138.1	141.3	133.0	82.70	84.07	79.57
Manitoba	116.0	118.4	113.3	78.56	79.56	76.01
Saskatchewan	130.6	135.7	127.9	82.01	82.65	78.98
Alberta (includes Northwest Territories)	168.1	171.4	158.9	86.37	88.33	82.81
British Columbia (includes Yukon)	124.9	128.8	119.5	93.20	96.83	87.70
Canada	**131.2**	**134.7**	**125.1**	**85.70**	**87.94**	**81.64**
Urban areas						
St. John's	149.5	159.7	144.8	65.57	67.26	62.01
Sydney	78.9	78.0	80.4	70.40	85.69	79.02
Halifax	135.4	131.9	132.3	73.04	74.77	68.85
Moncton	116.3	125.1	105.5	65.72	67.19	64.09
Saint John	113.7	104.1	118.0	70.21	72.44	67.19
Chicoutimi—Jonquiere	116.7	120.2	113.4	101.54	104.73	99.98
Quebec	129.7	133.9	121.8	74.53	75.71	69.27
Sherbrooke	122.3	123.3	116.8	71.20	75.89	68.01
Shawinigan	105.8	107.5	98.2	85.66	92.81	87.61
Three Rivers	123.2	125.0	118.9	75.17	80.43	74.24
Drummondville	100.0	102.2	90.2	66.99	71.29	64.90
Montreal	137.6	140.2	129.8	84.16	87.78	80.36
Ottawa—Hull	142.8	145.5	137.7	79.97	81.60	76.14
Kingston	134.8	135.7	125.4	86.61	88.18	80.71
Peterborough	111.6	110.7	103.6	95.37	96.34	91.54
Oshawa	237.4	241.4	223.6	111.89	98.24	101.40
Toronto	151.4	154.9	143.8	89.04	91.17	85.27
Hamilton	127.6	130.9	119.0	92.35	96.23	89.44
St. Catharines	126.1	130.7	117.5	106.86	101.54	92.17
Niagara Falls	98.4	104.1	91.8	89.04	89.04	86.15
Brantford	95.5	96.8	89.0	81.87	83.94	77.55
Guelph	142.4	144.3	129.0	78.43	82.08	74.52
Galt	130.7	130.9	126.2	77.33	80.29	71.56
Kitchener	153.3	154.2	146.9	77.65	81.26	70.73
Sudbury	141.6	140.9	123.6	100.85	98.10	97.66
Timmins	85.9	85.6	86.7	77.95	79.58	74.04
London	146.7	152.5	141.2	81.24	83.27	74.75
Sarnia	139.5	142.4	132.6	110.91	114.39	103.84
Windsor	91.5	92.8	81.8	93.41	99.14	97.61
Sault Ste. Marie	156.9	160.2	151.4	103.35	107.06	107.13
Fort William—Port Arthur	115.3	119.7	108.7	84.68	88.84	81.57
Winnipeg	119.6	121.3	115.1	75.32	76.50	72.61
Regina	156.3	158.7	151.5	79.81	80.48	77.33
Saskatoon	155.6	160.1	143.1	75.58	77.39	72.78
Edmonton	220.7	225.1	205.9	79.07	81.71	76.11
Calgary	196.6	199.3	181.0	85.75	87.86	82.34
Vancouver	128.3	130.1	120.9	92.84	94.18	87.33
Victoria	130.1	131.1	125.5	83.42	85.88	80.48

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Dec. 1964	Nov. 1964	Dec. 1963	Dec. 1964	Nov. 1964	Dec. 1963
				$	$	$
Mining	**115.4**	**116.5**	**112.4**	**104.51**	**108.89**	**101.34**
Metal mining	129.6	131.1	124.1	106.51	108.61	102.54
Gold	59.9	60.7	64.3	88.16	89.13	83.89
Other metal	194.3	196.5	179.6	111.75	114.20	108.74
Fuels	86.6	83.9	86.2	105.69	114.73	107.17
Coal	38.7	38.2	39.6	65.18	87.60	76.06
Oil and natural gas	280.8	269.3	274.9	128.34	130.33	125.38
Non-metal	135.9	145.9	136.7	93.66	100.11	85.53
Manufacturing	**121.9**	**124.4**	**115.9**	**88.80**	**90.91**	**84.67**
Durable goods	131.3	133.0	122.7	95.11	98.02	91.11
Non-durable goods	114.0	117.2	110.2	82.74	84.16	78.66
Food and beverages	111.4	120.2	107.8	79.74	78.85	75.75
Meat products	136.1	142.8	130.9	87.59	88.07	83.46
Canned and preserved fruits and vegetables	94.3	132.0	85.0	66.67	62.45	61.36
Grain mill products	91.9	93.2	94.2	85.58	89.58	84.72
Bread and other bakery products	112.8	114.5	110.7	76.63	78.24	74.06
Distilled and malt liquors	96.5	98.0	93.1	112.95	111.01	107.55
Tobacco and tobacco products	104.0	103.6	99.5	80.48	84.36	77.31
Rubber products	116.7	119.6	112.0	90.94	95.22	82.54
Leather products	87.7	90.7	88.0	56.65	62.37	53.16
Boots and shoes (except rubber)	88.9	91.6	92.7	54.30	59.93	50.65
Other leather products	85.6	88.9	79.5	61.06	66.95	58.48
Textile products (except clothing)	91.3	91.7	87.6	70.11	74.23	66.38
Cotton yarn and broad woven goods	78.2	78.3	76.4	67.20	72.60	63.24
Woollen goods	65.3	66.1	65.7	62.69	67.28	59.71
Synthetic textiles and silk	115.4	115.0	103.5	78.29	81.42	74.96
Clothing (textile and fur)	98.2	100.7	94.4	51.95	56.62	47.62
Men's clothing	105.1	107.8	99.5	50.97	54.92	46.69
Women's clothing	107.3	109.7	100.9	51.04	55.92	46.81
Knit goods	76.1	79.0	73.9	53.48	60.10	48.73
Wood products	112.9	115.2	110.6	74.41	80.02	69.68
Saw and planing mills	114.1	116.1	113.5	76.92	82.45	72.26
Furniture	127.6	130.2	120.7	71.40	77.57	66.27
Other wood products	77.4	80.3	76.2	65.06	69.73	60.57
Paper products	133.9	133.7	128.3	106.03	106.10	101.60
Pulp and paper mills	132.9	131.9	129.0	117.09	114.63	112.39
Other paper products	136.3	138.0	126.4	80.16	86.57	75.15
Printing, publishing and allied industries	126.6	126.2	125.7	96.33	98.85	92.97
Iron and steel products	124.5	125.7	113.8	97.64	102.89	94.18
Agricultural implements	72.4	71.6	68.9	100.44	107.34	96.59
Fabricated and structural steel	169.0	174.9	138.9	100.09	104.57	95.81
Hardware and tools	130.9	131.5	118.5	86.73	90.62	82.63
Heating and cooking appliances	107.1	113.7	100.2	85.78	89.03	80.25
Iron castings	111.2	112.0	102.7	91.48	100.27	85.40
Machinery, industrial	152.6	153.1	135.3	95.58	101.20	91.53
Primary iron and steel	144.9	145.0	133.1	113.17	115.55	111.55
Sheet metal products	120.6	123.7	113.0	91.11	97.98	87.90
Wire and wire products	131.8	132.3	120.3	94.43	101.53	95.53
Transportation equipment	133.5	134.0	122.9	105.37	103.79	101.80
Aircraft and parts	256.5	256.6	245.8	105.76	110.40	102.19
Motor vehicles	157.3	156.2	140.8	119.94	108.21	123.04
Motor vehicle parts and accessories	161.4	162.3	147.0	105.97	102.92	97.32
Railroad and rolling stock equipment	62.5	61.9	56.0	93.67	95.44	89.16
Shipbuilding and repairing	138.3	143.7	134.6	91.22	99.57	83.28
Non-ferrous metal products	134.5	134.6	126.2	102.68	101.96	98.43
Aluminum products	142.6	145.5	142.3	96.41	97.34	92.08
Brass and copper products	117.9	116.7	110.8	93.69	101.14	90.17
Smelting and refining	145.7	144.9	135.0	116.92	111.14	112.24
Electrical apparatus and supplies	164.5	166.7	155.8	92.87	96.32	89.87
Heavy electrical machinery	122.6	123.0	116.4	103.24	104.58	97.57
Telecommunication equipment	289.9	293.2	280.9	89.03	92.73	86.52
Non-metallic mineral products	155.5	164.5	143.9	92.69	98.17	88.25
Clay products	89.6	94.6	81.2	82.56	86.56	77.15
Glass and glass products	176.7	183.4	169.8	91.18	92.44	88.98
Products of petroleum and coal	139.6	141.2	137.5	135.03	133.29	130.60
Petroleum refining and products	142.5	144.1	140.5	135.89	133.96	131.54
Chemical products	139.8	140.5	134.1	106.72	106.01	102.60
Medicinal and pharmaceutical preparations	128.7	129.4	124.5	95.27	95.20	91.06
Acids, alkalis and salts	157.6	158.4	152.6	121.77	119.11	117.29
Miscellaneous manufacturing industries	159.7	168.0	152.7	77.42	79.32	74.67
Construction	**121.3**	**137.8**	**111.6**	**86.40**	**98.52**	**79.42**
Building and general engineering	123.8	141.6	110.7	89.96	106.11	81.64
Highways, bridges and streets	117.1	131.6	113.2	80.20	85.12	75.87
Electric and motor transportation	**152.4**	**154.2**	**145.3**	**91.37**	**93.57**	**87.23**
Service	**184.5**	**189.3**	**166.9**	**62.45**	**62.29**	**59.24**
Hotels and restaurants	156.5	159.8	144.2	47.23	47.32	45.67
Laundries and dry cleaning plants	162.0	164.3	140.0	54.07	54.75	51.53
Industrial composite	**131.2**	**134.7**	**125.1**	**85.70**	**87.94**	**81.64**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCES

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Dec. 1964	Nov. 1964	Dec. 1963	Dec. 1964	Nov. 1964	Dec. 1963
				$	$	$
Newfoundland	37.3	38.9	36.1	2.11	1.83	2.10
Nova Scotia	38.8	41.6	36.2	1.83	1.78	1.78
New Brunswick	38.5	41.8	38.0	1.88	1.77	1.85
Quebec	38.9	42.3	38.0	1.86	1.83	1.81
Ontario	39.3	41.1	38.4	2.17	2.13	2.11
Manitoba	38.9	40.6	37.6	1.88	1.86	1.84
Saskatchewan	38.8	38.8	37.6	2.17	2.11	2.08
Alberta (includes Northwest Territories)	39.0	40.7	38.6	2.13	2.11	2.06
British Columbia (includes Yukon territory)	36.6	38.2	35.4	2.58	2.54	2.43

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per Week	Average Weekly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—December	38.0	2.02	76.53	183.3	136.6
1964—January	41.2	1.99	81.99	196.4	146.0
February	41.2	1.99	82.03	196.5	146.0
March	40.7	2.01	81.84	196.1	145.2
April	41.1	2.01	82.67	198.1	146.7
May	41.4	2.02	83.55	200.2	147.9
June	41.2	2.02	83.22	199.4	146.4
July	40.9	2.01	82.10	196.7	144.5
August	41.3	2.02	83.31	199.6	147.2
September	41.7	2.03	84.78	203.1	149.8
October	41.6	2.03	84.35	202.1	148.7
November*	41.2	2.04	84.04	201.3	147.2
December†	38.9	2.08	80.85	193.7	141.5

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY,

(Hourly-Rated Wage Earners)

SOURCE: *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1964	Nov. 1964	Dec. 1963	Dec. 1964	Nov. 1964	Dec. 1963	Dec. 1964	Nov. 1964	Dec. 1963
				$	$	$	$	$	$
Mining	**39.9**	**43.0**	**40.2**	**2.37**	**2.34**	**2.28**	**94.57**	**100.68**	**91.67**
Metal mining	41.4	42.6	41.0	2.42	2.41	2.35	100.32	102.75	96.34
Gold	42.1	43.1	41.5	1.92	1.91	1.86	80.88	82.26	77.07
Other metal	41.2	42.5	40.7	2.58	2.57	2.53	106.30	109.03	103.16
Fuels	34.5	43.3	40.1	2.32	2.24	2.16	79.95	96.87	86.72
Coal	31.0	44.2	39.2	1.94	1.95	1.87	60.14	85.94	73.46
Oil and natural gas	39.6	41.9	41.3	2.75	2.72	2.56	109.13	114.17	105.72
Non-metal	40.1	44.4	37.2	2.18	2.17	2.10	87.43	96.20	77.95
Manufacturing	**38.9**	**41.2**	**38.0**	**2.08**	**2.04**	**2.02**	**80.85**	**84.04**	**76.53**
Durable goods	39.5	41.7	38.8	2.23	2.21	2.16	88.09	92.04	83.87
Non-durable goods	38.3	40.8	37.2	1.92	1.86	1.87	73.45	76.04	69.31
Food and beverages	39.1	40.5	37.6	1.83	1.77	1.78	71.62	71.63	67.02
Meat products	40.1	41.3	38.5	2.06	2.03	2.02	82.58	83.89	77.72
Canned and preserved fruits and vegetables	35.9	39.2	32.4	1.52	1.38	1.49	54.79	54.10	48.21
Grain mill products	40.0	42.9	41.4	1.96	1.97	1.91	78.49	84.77	79.19
Bread and other bakery products	40.6	40.8	41.0	1.76	1.75	1.67	71.49	71.28	68.55
Distilled liquors	40.7	41.4	40.1	2.41	2.35	2.28	98.25	97.41	91.67
Malt liquors	40.1	39.1	38.8	2.59	2.58	2.50	103.89	100.82	97.01
Confectionery	39.2	40.6	34.7	1.44	1.42	1.38	56.54	57.76	47.77
Tobacco and tobacco products	35.1	38.9	33.3	2.10	2.01	2.08	73.74	78.45	69.25
Rubber products	39.4	42.4	36.2	2.12	2.11	2.02	83.68	89.50	73.11
Leather products	35.9	40.9	35.0	1.42	1.42	1.35	51.06	57.92	47.42
Boots and shoes (except rubber)	35.4	40.3	34.5	1.38	1.38	1.30	48.82	55.66	45.02
Other leather products	37.0	41.9	36.0	1.50	1.49	1.46	55.45	62.29	52.62
Textile products (except clothing)	39.0	42.7	39.1	1.59	1.58	1.51	62.19	67.62	59.03
Cotton yarn and broad woven goods	38.3	42.1	38.4	1.63	1.64	1.53	62.45	68.94	58.81
Woollen goods	39.4	42.9	38.6	1.44	1.44	1.38	56.61	61.74	53.18
Synthetic textiles and silk	39.9	43.3	40.5	1.73	1.70	1.64	68.81	73.55	66.31
Clothing (textile and fur)	34.5	38.6	32 5	1.34	1.33	1.28	46.14	51.29	41.52
Men's clothing	34.8	38.6	32.4	1.32	1.31	1.28	45.91	50.60	41.63
Women's clothing	31.3	35.9	29.8	1.43	1.41	1.35	44.83	50.60	40.25
Knit goods	38.2	42.8	35.7	1.27	1.26	1.20	48.39	54.01	42.74
*Wood products	38.2	41.9	37.1	1.83	1.83	1.75	69.93	76.77	65.12
Saw and planing mills	37.4	40.8	36.6	1.98	1.98	1.87	73.99	80.64	68.47
Furniture	39.7	44.1	38.2	1.63	1.64	1.60	64.70	72.27	61.05
Other wood products	38.7	42.8	37.9	1.52	1.51	1.41	58.66	64.80	53.23
Paper products	40.6	42.0	39.4	2.45	2.39	2.42	99.52	100.25	95.51
Pulp and paper mills	41.7	41.9	40.7	2.66	2.59	2.62	110.80	108.59	106.78
Other paper products	37.9	42.0	35.7	1.86	1.89	1.81	70.29	79.18	64.67
Printing, publishing and allied industries	37.7	39.4	37.5	2.49	2.48	2.41	93.63	97.96	90.52
*Iron and steel products	39.3	42.1	38.6	2.31	2.33	2.27	90.86	98.02	87.55
Agricultural implements	36.9	40.5	37.0	2.41	2.43	2.36	88.92	98.29	87.06
Fabricated and structural steel	40.4	42.5	39.0	2.23	2.26	2.18	90.00	96.32	85.03
Hardware and tools	40.6	43.1	40.2	1.95	1.97	1.88	79.40	84.94	75.68
Heating and cooking appliances	38.9	41.4	36.1	1.97	1.99	1.92	76.57	82.50	69.28
Iron castings	38.5	42.8	36.5	2.25	2.28	2.17	86.73	97.32	79.05
Machinery, industrial	40.2	43.3	39.3	2.19	2.22	2.13	88.23	95.94	83.82
Primary iron and steel	39.8	41.0	40.0	2.70	2.71	2.68	107.71	111.18	107.38
Sheet metal products	37.8	41.7	36.9	2.17	2.20	2.15	82.10	91.53	79.32
Wire and wire products	39.5	43.1	40.9	2.23	2.26	2.20	88.18	97.56	89.85
*Transportation equipment	40.3	40.4	39.9	2.44	2.40	2.37	98.45	96.87	94.35
Aircraft and parts	39.8	41.8	40.1	2.33	2.36	2.28	92.66	98.75	91.23
Motor vehicles	42.0	37.8	42.1	2.66	2.60	2.67	111.51	98.03	112.44
Motor vehicle parts and accessories	40.8	41.7	39.7	2.50	2.35	2.31	102.12	98.13	91.70
Railroad and rolling stock equipment	40.2	40.9	40.1	2.28	2.30	2.19	91.77	93.82	87.74
Shipbuilding and repairing	36.9	41.0	35.4	2.34	2.38	2.24	86.33	97.66	79.37
*Non-ferrous metal products	40.5	41.3	39.8	2.40	2.31	2.31	97.32	95.29	91.90
Aluminum products	39.8	41.5	39.4	2.05	2.04	2.02	81.55	84.86	79.34
Brass and copper products	40.1	43.5	39.3	2.20	2.23	2.13	88.35	96.87	83.87
Smelting and refining	41.3	40.3	40.6	2.72	2.58	2.61	112.47	103.96	106.14
*Electrical apparatus and supplies	38.8	41.4	38.8	2.04	2.04	1.97	79.23	84.44	76.54
Heavy electrical machinery and equipment	40.6	41.9	39.5	2.30	2.27	2.20	93.50	95.33	86.95
Telecommunication equipment	38.1	40.5	38.0	1.81	1.82	1.78	69.14	73.62	67.66
*Non-metallic mineral products	40.2	44.4	39.1	2.11	2.10	2.04	84.74	93.29	79.74
Clay products	39.8	43.2	38.4	1.91	1.88	1.80	75.97	81.16	68.95
Glass and glass products	40.8	41.7	39.9	2.10	2.13	2.07	85.63	88.82	82.64
Products of petroleum and coal	42.6	42.5	41.8	2.92	2.87	2.84	124.29	121.86	118.67
Petroleum refining and products	42.6	42.3	41.8	2.95	2.90	2.87	125.78	122.74	119.89
Chemical products	40.6	41.0	40.2	2.29	2.26	2.23	92.96	92.88	89.74
Medicinal and pharmaceutical preparations	39.4	39.6	38.8	1.77	1.77	1.72	69.67	69.84	66.54
Acids, alkalis and salts	41.0	41.1	40.6	2.66	2.60	2.62	108.87	106.94	106.31
Miscellaneous manufacturing industries	38.8	41.8	38.4	1.69	1.66	1.64	65.53	69.19	62.95
Construction	**34.5**	**41.5**	**32.8**	**2.30**	**2.31**	**2.17**	**79.27**	**95.98**	**71.19**
Building and general engineering	32.9	41.2	30.6	2.52	2.52	2.40	82.85	103.83	73.29
Highways, bridges and streets	37.8	42.3	37.1	1.90	1.90	1.81	71.96	80.23	67.09
Electric and motor transportation	**43.3**	**44.5**	**42.2**	**2.12**	**2.10**	**2.05**	**91.67**	**93.52**	**86.55**
Service	**36.2**	**36.7**	**36.5**	**1.21**	**1.21**	**1.18**	**44.91**	**45.45**	**43.17**
Hotels and restaurants	35.9	36.1	36.6	1.20	1.20	1.16	43.08	43.33	42.29
Laundries and dry cleaning plants	38.9	39.8	37.3	1.18	1.18	1.10	45.73	46.85	41.22

*Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 199, February 1965 issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS ON HAND

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations on Hand		
	Male	Female	Total	Male	Female	Total
End of:						
March 1960	10,402	11,830	22,232	652,107	182,883	834,990
March 1961	9,927	11,387	21,314	683,034	180,982	864,016
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
March 1963	16,085	16,459	32,544	584,889	158,307	743,196
March 1964	23,470	18,805	42,275	511,312	149,296	660,608
April 1964	28,985	22,337	51,322	445,744	141,472	587,216
May 1964	30,955	23,676	54,631	319,268	126,509	445,777
June 1964	28,693	21,359	50,052	266,490	140,069	406,559
July 1964	29,445	19,458	48,903	233,564	128,799	362,363
August 1964	30,171	24,058	54,229	197,724	109,554	307,278
September 1964	33,617	23,611	57,228	173,988	104,907	278,895
October 1964	29,159	19,727	48,886	203,340	110,611	313,951
November 1964	38,620	22,704	61,324	254,346	118,294	372,640
December 1964	25,171	14,758	39,929	378,125	130,721	508,846
January 1965	22,509	15,141	37,650	447,847	152,195	600,042
February 1965[1]	23,142	16,364	39,506	453,555	153,426	606,981
March 1965[1]	27,436	19,898	47,334	447,673	149,274	596,947

[1] Preliminary.

*Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR, 1961-1964, AND DURING MONTH, FEBRUARY 1964—FEBRUARY 1965

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,130,539	938,052	507,910	790,381	387,728
1964—Year	2,894,099	1,170,889	1,030,199	530,575	845,696	395,380
1964—February	214,467	78,941	55,008	32,358	44,376	22,297
1964—March	215,718	74,565	66,580	34,818	50,178	24,578
April	236,915	88,740	95,252	43,563	75,095	29,285
May	207,806	88,218	95,076	44,484	78,405	31,264
June	234,674	109,636	87,592	47,201	74,485	34,649
July	237,632	111,717	97,585	53,022	81,610	42,217
August	198,847	97,928	86,901	56,448	69,893	41,514
September	209,609	107,109	108,719	55,219	90,230	43,051
October	228,509	99,357	88,832	41,509	72,982	30,636
November	277,052	104,803	109,323	45,645	82,945	30,749
December	341,413	103,065	77,455	41,458	76,480	40,686
1965—January	272,107[r]	100,622[r]	65,179	34,426	53,989	23,938
February[1]	207,415	79,029	62,727	32,744	49,152	22,308

[1] Preliminary.

[r] revised.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING FEBRUARY 1965[1]

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from February 1964
Agriculture, Fishing, Trapping	**590**	**63**	**653**	**− 6**
Forestry	**1,296**	**17**	**1,313**	**− 371**
Mining, Quarrying and Oil Wells	**779**	**66**	**845**	**+ 212**
Metal Mining	478	16	494	+ 189
Fuels	143	26	169	− 13
Non-Metal Mining	56	3	59	+ 32
Quarrying, Clay and Sand Pits	35	1	36	− 26
Prospecting	67	20	87	+ 30
Manufacturing	**12,873**	**6,490**	**19,363**	**+ 671**
Foods and Beverages	1,102	831	1,933	+ 235
Tobacco and Tobacco Products	10	39	49	+ 21
Rubber Products	98	80	178	− 73
Leather Products	201	313	514	− 13
Textile Products (except clothing)	572	405	977	− 23
Clothing (textile and fur)	445	1,758	2,203	− 195
Wood Products	1,775	267	2,042	+ 40
Paper Products	813	255	1,068	+ 42
Printing, Publishing and Allied Industries	590	472	1,062	+ 348
Iron and Steel Products	2,371	364	2,735	− 92
Transportation Equipment	2,350	278	2,628	+ 297
Non-Ferrous Metal Products	480	165	645	+ 18
Electrical Apparatus and Supplies	504	366	870	− 153
Non-Metallic Mineral Products	440	99	539	+ 38
Products of Petroleum and Coal	89	12	101	+ 33
Chemical Products	550	333	883	+ 164
Miscellaneous Manufacturing Industries	483	453	936	− 16
Construction	**7,474**	**185**	**7,659**	**+ 745**
General Contractors	5,073	108	5,181	+ 1,031
Special Trade Contractors	2,401	77	2,478	− 286
Transportation, Storage and Communication	**5,858**	**395**	**6,253**	**+ 2,785**
Transportation	5,459	196	5,655	+ 2,669
Storage	312	56	368	+ 114
Communication	87	143	230	+ 2
Public Utility Operation	**146**	**45**	**191**	**+ 34**
Trade	**7,230**	**3,353**	**10,583**	**+ 471**
Wholesale	3,056	1,008	4,064	+ 653
Retail	4,174	2,345	6,519	− 182
Finance, Insurance and Real Estate	**611**	**1,087**	**1,698**	**+ 237**
Service	**12,295**	**10,607**	**22,902**	**+ 9**
Community or Public Service	714	1,236	1,950	+ 308
Government Service	5,877	803	6,680	− 1,150
Recreation Service	289	136	425	+ 50
Business Service	1,030	702	1,732	+ 7
Personal Service	4,385	7,730	12,115	+ 794
GRAND TOTAL	**49,152**	**22,308**	**71,460**	**+ 4,787**

(1) Preliminary.

TABLE D-4—REGISTRATIONS ON HAND, BY OCCUPATION AND BY SEX, AS AT FEBRUARY 26, 1965[1]

(Source: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations on Hand		
	Male	Female	Total
Professional & Managerial Workers	9,095	2,140	11,235
Clerical Workers	20,563	46,871	67,434
Sales Workers	8,964	20,002	28,966
Personal & Domestic Service Workers	43,149	32,663	75,812
Seamen	4,580	111	4,691
Agriculture, Fishing, Forestry (Ex. log.)	9,402	1,037	10,439
Skilled and Semi-Skilled Workers	195,744	18,117	213,861
Food and kindred products (incl. tobacco)	1,699	576	2,275
Textiles, clothing, etc.	2,220	10,456	12,676
Lumber and lumber products	24,494	153	24,647
Pulp, paper (incl. printing)	1,490	559	2,049
Leather and leather products	997	940	1,937
Stone, clay & glass products	664	33	697
Metalworking	11,568	970	12,538
Electrical	2,177	1,033	3,210
Transportation equipment	687	56	743
Mining	1,834	.....	1,834
Construction	62,557	10	62,567
Transportation (except seamen)	39,352	116	39,468
Communications & public utility	868	2	870
Trade and service	5,900	1,942	7,842
Other skilled and semi-skilled	26,097	974	27,071
Foremen	5,015	284	5,299
Apprentices	8,125	13	8,138
Unskilled Workers	162,058	32,485	194,543
Food and tobacco	7,356	10,703	18,059
Lumber & lumber products	18,034	500	18,534
Metalworking	4,664	709	5,373
Construction	87,481	6	87,487
Other unskilled workers	44,523	20,567	65,090
GRAND TOTAL	453,555	153,426	606,981

(1)Preliminary.

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT FEBRUARY 26, 1965

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand	
	(a) Feb. 26, 1965	Previous Year Feb. 28, 1964
Newfoundland	**27,559**	**31,055**
Corner Brook	5,402	6,163
Grand Falls	3,062	3,068
St. John's	19,095	21,824
Prince Edward Island	**5,429**	**5,709**
Charlottetown	3,704	3,613
Summerside	1,725	2,096
Nova Scotia	**29,728**	**33,695**
Amherst	1,124	1,267
Bridgewater	1,788	1,995
Halifax	6,368	7,011
Inverness	1,150	1,339
Kentville	3,301	3,435
Liverpool	672	762
New Glasgow	3,387	4,330
Springhill	800	1,038
Sydney	4,484	5,009
Sydney Mines	1,692	1,805
Truro	1,651	2,127
Yarmouth	3,311	3,577
New Brunswick	**32,453**	**34,146**
Bathurst	6,566	6,608
Campbellton	3,079	3,055
Edmundston	2,540	2,499
Fredericton	1,759	1,928
Minto	350	399
Moncton[a]	8,311	8,889
Newcastle	3,355	3,259
Saint John	3,158	3,335
St. Stephen	1,285	1,849
Sussex	565	615
Woodstock	1,485	1,710
Quebec	**194,386**	**213,795**
Alma	2,095	2,702
Asbestos	868	1,032
Baie Comeau	1,470	1,325
Beauharnois	1,229	1,529
Buckingham	1,203	1,323
Causapscal	2,493	3,082
Chandler	2,608	2,853
Chicoutimi	2,553	2,788
Cowansville	571	527
Dolbeau	1,238	1,767
Drummondville	2,786	2,560
Farnham	645	635
Forestville	1,129	1,719
Gaspé	1,886	2,612
Granby	2,278	2,482
Hull	5,156	5,190
Joliette	4,504	4,893
Jonquière	2,807	2,894
Lachute	940	1,019
Lac Mégantic	1,550	1,460
La Malbaie	2,883	2,995
La Tuque	812	1,014
Lévis	4,746	5,564
Louiseville	1,402	1,455
Magog	966	815
Maniwaki	1,067	1,096
Matane	3,002	3,289
Mont-Laurier	1,243	1,361
Montmagny	2,523	2,530
Montréal	57,266	65,145
New Richmond	2,258	2,592
Port Alfred	1,383	1,446
Québec	15,848	16,836
Rimouski	4,177	4,883
Rivière du Loup	5,458	6,040
Roberval	1,611	1,716
Rouyn	1,751	2,696
Ste. Agathe des Monts	1,397	1,488
Ste. Anne de Bellevue	1,512	1,407
Ste. Thérèse	2,483	2,938
St. Hyacinthe	2,384	2,302
St. Jean	2,610	2,240
St. Jérôme	2,097	2,198
Sept-Iles	2,297	2,297
Shawinigan	4,706	5,106
Quebec—Concluded		
Sherbrooke	6,331	5,780
Sorel	2,199	2,289
Thetford Mines	2,089	2,511
Trois-Rivières	5,609	6,265
Val d'Or	1,333	2,193
Valleyfield	2,825	2,432
Victoriaville	2,505	2,614
Ville St. Georges	3,604	3,870
Ontario	**170,092**	**189,260**
Arnprior	440	510
Barrie	1,575	1,604
Belleville	1,996	2,280
Bracebridge	1,398	1,502
Brampton	1,609	1,540
Brantford	2,128	2,439
Brockville	755	765
Carleton Place	494	385
Chatham	2,072	2,385
Cobourg	908	925
Collingwood	1,031	981
Cornwall	2,936	3,353
Elliot Lake	450	463
Fort Erie	700	845
Fort Frances	825	903
Fort William	2,528	2,935
Galt	1,151	955
Gananoque	361	443
Goderich	592	745
Guelph	1,212	1,337
Hamilton	11,445	13,001
Hawkesbury	1,084	1,191
Kapuskasing	468	581
Kenora	1,269	1,212
Kingston	2,188	2,335
Kirkland Lake	805	900
Kitchener	2,296	2,525
Leamington	786	1,120
Lindsay	731	848
Listowel	384	463
London	5,035	5,463
Long Branch	3,529	3,902
Midland	1,495	1,424
Napanee	740	850
New Liskeard	417	553
Newmarket	1,478	1,642
Niagara Falls	2,544	3,137
North Bay	1,780	2,197
Oakville	720	877
Orillia	1,201	1,181
Oshawa	4,992	5,037
Ottawa	7,280	8,051
Owen Sound	1,824	1,965
Parry Sound	558	733
Pembroke	1,803	2,092
Perth	691	761
Peterborough	2,942	3,248
Picton	648	615
Port Arthur	3,115	4,083
Port Colborne	729	970
Prescott	971	933
Renfrew	529	584
St. Catharines	3,526	4,055
St. Thomas	1,117	1,109
Sarnia	2,489	3,041
Sault Ste. Marie	3,002	3,021
Simcoe	1,283	1,780
Smiths Falls	543	622
Stratford	817	742
Sturgeon Falls	784	1,089
Sudbury	3,670	4,988
Tillsonburg	473	645
Timmins	1,867	1,931
Toronto	44,312	48,028
Trenton	911	1,025
Walkerton	879	1,019
Wallaceburg	662	704
Welland	2,091	2,247
Weston	3,698	3,735
Windsor	5,510	6,865
Woodstock	787	845

TABLE D-5—REGISTRATIONS ON HAND, BY LOCAL OFFICE AREAS, AT FEBRUARY 26, 1965

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations on Hand		Office	Registrations on Hand	
	(1) Feb. 26, 1965	Previous Year Feb. 28, 1964		(1) Feb. 26, 1965	Previous Year Feb. 28, 1964
Manitoba	**26,865**	**29,690**	**British Columbia**	**65,857**	**65,772**
Brandon	2,560	2,789	Chilliwack	2,163	2,185
Dauphin	1,537	1,939	Courtenay	1,359	1,190
Flin Flon	217	222	Cranbrook	1,121	1,224
Portage la Prairie	1,390	1,421	Dawson Creek	1,363	1,407
The Pas	496	546	Duncan	858	717
Winnipeg	20,665	22,773	Kamloops	2,208	1,561
			Kelowna	2,152	1,703
Saskatchewan	**21,764**	**22,063**	Mission City	1,304	1,352
Estevan	515	490	Nanaimo	1,125	1,104
Lloydminster	524	479	Nelson	901	1,025
Moose Jaw	1,653	1,561	New Westminster	8,926	9,176
North Battleford	1,473	1,474	Penticton	2,558	2,325
Prince Albert	2,710	2,961	Port Alberni	793	762
Regina	5,504	5,354	Prince George	1,757	1,487
Saskatoon	5,109	5,125	Prince Rupert	1,715	1,772
Swift Current	1,152	1,039	Quesnel	839	769
Weyburn	501	472	Trail	998	1,102
Yorkton	2,623	3,108	Vancouver	26,991	27,882
			Vernon	2,048	1,963
Alberta	**32,848**	**37,318**	Victoria	4,154	4,463
Blairmore	545	400	Whitehorse	524	603
Calgary	10,400	11,282			
Drumheller	596	744	**CANADA**	**606,981**	**662,503**
Edmonton	14,112	17,218			
Edson	284	472			
Grande Prairie	820	1,012	Males	453,555	508,125
Lethbridge	3,023	3,069			
Medicine Hat	1,476	1,521			
Red Deer	1,592	1,600	Females	153,426	154,378

(1) Preliminary.

(2) Includes 1320 registrations reported by the Iles-de-la-Madeleine, Que. local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 208, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—December	4,567,000	4,088,800	478,200
November	4,369,000	4,094,500	274,500
October	4,298,000	4,083,500	214,500
September	4,304,000	4,130,400	173,600
August	4,330,000	4,148,000	182,000
July	4,271,000	4,065,700	205,300
June	4,241,000	4,039,100	201,900
May	4,173,000	3,922,900	250,100
April	4,280,000	3,782,300	497,700
March	4,348,000	3,750,700	597,300
February	4,339,000	3,731,900	607,100
January	4,334,000	3,735,400	598,600
1963—December	4,326,000	3,793,700	532,300

Collective Bargaining Scene

(*Continued from page 336*)

Company and Location	Union
Shell Oil, Montreal, Que.	Shell Empl. Council (Ind.)
Silverwood Dairies, Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls Power & Paper & Kimberly-Clark of Canada, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & IBEW (AFL-CIO/CLC)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Empl. Protective Assn. (Ind.)
Steinberg's Ltd., Island of Montreal, Que.	Steinberg's Warehouse & Transport Empl. Assn. (Ind.)
Thompson Products, St. Catharines, Ont.	Empl. Assn. (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)
Union Carbide (Metals & Carbon Div.), Welland, Ont.	UE (Ind.)
Winnipeg City, Man.	Public Empl. (CLC)
Winnipeg General Hospital, Winnipeg, Man.	Public Empl. (CLC)

Conciliation Officer

Atomic Energy of Canada, Chalk River & Deep River, Ont.	Atomic Energy Allied Council (AFL-CIO/CLC)
Automotive Transport Labour Relations Assn., B.C.	Teamsters (Ind.)
Brewers Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
B.C. Hotels Assn., New Westminster, Burnaby & Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Cdn. Canners, Vancouver & Penticton, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cockshutt Farm Equipment of Canada, Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Eldorado Mining & Refining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Fraser Valley Milk Producers' Assn. & other dairies, Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Fry-Cadbury Ltd., Montreal, Que.	Bakery Wkrs. (CLC)
Goodyear Tire & Rubber, Bowmanville, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hospitals (7) Three Rivers, Cap de la Madeleine, Grand'Mere, Shawinigan & La Tuque, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Laurier (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, JANUARY 29, 1965

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and Sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more[1]	Dec. 31, 1964	Jan. 31, 1965
CANADA	547,842	242,455	239,111	45,586	20,700	478,244	598,561
Male	419,881	191,298	191,364	26,007	11,212	360,162	468,375
Female	127,961	51,147	47,747	19,579	9,488	118,082	130,186
Newfoundland	33,842	13,648	18,368	1,434	392	27,465	35,942
Male	31,812	12,877	17,539	1,108	288	25,641	33,551
Female	2,030	771	829	326	104	1,824	2,391
Prince Edward Island	6,740	2,241	4,280	188	31	5,342	7,284
Male	5,515	1,854	3,536	109	16	4,315	6,102
Female	1,225	387	744	79	15	1,027	1,182
Nova Scotia	33,831	14,912	15,344	2,323	1,252	27,748	37,386
Male	28,753	12,952	13,307	1,583	911	23,436	32,104
Female	5,078	1,960	2,037	740	341	4,312	5,282
New Brunswick	33,785	13,021	17,800	2,220	744	28,196	33,915
Male	27,322	11,032	14,599	1,272	419	22,878	27,364
Female	6,463	1,989	3,201	948	325	5,318	6,551
Quebec	164,245	76,012	67,746	13,910	6,577	144,373	179,451
Male	130,526	63,303	55,221	8,527	3,475	109,731	144,845
Female	33,719	12,709	12,525	5,383	3,102	34,642	34,606
Ontario	137,803	61,456	55,313	13,609	7,425	127,351	166,152
Male	91,106	42,225	38,054	6,920	3,907	83,521	118,461
Female	46,697	19,231	17,259	6,689	3,518	43,830	47,691
Manitoba	26,544	10,663	12,527	2,557	797	21,047	25,870
Male	19,771	7,843	10,168	1,356	404	15,751	20,305
Female	6,773	2,820	2,359	1,201	393	5,296	5,565
Saskatchewan	19,275	8,211	9,432	1,316	316	15,621	19,760
Male	15,619	6,591	8,248	628	152	12,561	16,191
Female	3,656	1,620	1,184	688	164	3,060	3,569
Alberta	27,506	12,020	12,116	2,523	847	23,786	32,221
Male	21,247	9,325	10,187	1,301	434	18,525	25,111
Female	6,259	2,695	1,929	1,222	413	5,261	7,110
British Columbia	64,271	30,261	26,185	5,506	2,319	57,315	60,580
Male	48,210	23,296	20,505	3,203	1,206	43,803	44,341
Female	16,061	6,965	5,680	2,303	1,113	13,512	16,239

[1]The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

Company and Location	Union
John Inglis Co. Limited, Toronto & Scarborough, Ont.	Steelworkers (AFL-CIO/CLC)
Montreal City, Que.	Public Service Empl. Federation (CNTU) (inside empl.)
National Harbours Board, Montreal, Que.	CNTU-chartered local
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Ocean Cement Limited, Greater Vancouver, Fraser Valley & Vancouver Island, B.C.	Teamsters (Ind.)
Phillips Cables Ltd., Brockville, Ont.	IUE (AFL-CIO/CLC)
Royal Alexandra Hospital, Edmonton, Alta.	Public Empl. (CLC)
Toronto Electric Commissioners, Toronto, Ont.	Public Empl. (CLC)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)

Conciliation Board

Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)

(*Continued on page 391*)

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, JANUARY 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	9,475	8,261	1,214	14,750	11,941	2,809	2,952
Prince Edward Island	1,823	1,589	234	2,549	2,213	336	496
Nova Scotia	13,268	10,973	2,295	16,511	14,465	2,046	3,497
New Brunswick	11,727	9,706	2,021	15,423	13,084	2,339	3,261
Quebec	70,740	53,566	17,174	85,456	68,243	17,213	28,175
Ontario	63,924	49,777	14,147	73,125	58,444	14,681	22,602
Manitoba	9,318	7,537	1,781	10,071	8,205	1,866	3,096
Saskatchewan	7,338	6,148	1,190	9,507	7,976	1,531	2,085
Alberta	12,181	9,633	2,548	14,092	11,539	2,553	3,759
British Columbia (incl. Yukon Territory)	30,373	23,845	6,528	38,746	32,680	6,066	8,096
Total, Canada, January 1965	230,167	181,035	49,132	280,230	228,790	51,440	78,019
Total, Canada, Dec. 1964	316,380	241,898	74,482	265,533	221,481	44,052	128,082
Total, Canada, January 1964	258,575	201,577	56,998	314,609	264,637	49,972	70,052

*In addition, revised claims received numbered 46,483.

†In addition, 43,416 revised claims were disposed of. Of these, 4,457 were special requests not granted and 1,747 appeals by claimants. There were 12,893 revised claims pending at the end of the month.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, JANUARY 1965

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	95,787	2,367,516
Prince Edward Island	21,500	490,071
Nova Scotia	90,062	2,031,049
New Brunswick	96,022	2,197,059
Quebec	472,905	11,990,421
Ontario	422,038	10,364,457
Manitoba	67,474	1,738,756
Saskatchewan	55,719	1,447,461
Alberta	81,894	2,122,844
British Columbia (including Yukon Territory)	189,115	5,096,302
Total, Canada, January 1965	1,592,516	39,845,936
Total, Canada, December 1964	998,978	24,497,865
Total, Canada, January 1964	1,851,619	46,411,642

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	168.0	151.8	120.2
1964—March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5
May	135.0	131.2	138.3	118.7	142.4	167.3	151.5	120.2
June	135.3	132.5	138.4	119.0	142.0	167.3	151.4	120.2
July	136.2	135.4	138.7	119.0	141.6	167.3	151.5	120.2
August	136.1	135.1	138.7	118.9	141.4	167.5	151.5	120.2
September	135.6	132.7	138.9	119.4	141.6	167.7	150.9	120.2
October	135.6	131.0	139.2	120.7	141.4	170.4	151.1	121.4
November	135.9	132.0	139.3	120.9	141.4	171.1	152.3	121.6
December	136.8	133.2	139.6	121.0	142.7	174.3	153.5	121.6
1965—January	136.9	132.5	139.8	119.2	146.3	174.4	154.0	121.6
February	137.2	133.1	140.1	119.5	146.3	174.6	153.4	121.8
March	137.3	133.3	140.2	120.4	145.6	174.6	153.4	121.9

NOTE: 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1965

(1949=100)

—	All-Items			Food	Housing	Clothing	Transportation	Health and personal care	Recreation and reading	Tobacco and alcohol
	Feb. 1964	Jan. 1965	Feb. 1965							
(1)St. John's, Nfld.	120.8	122.0	122.5	119.0	116.0	115.4	121.1	165.3	149.6	115.9
Halifax	131.6	132.6	133.0	127.8	134.1	129.4	138.9	168.8	171.2	125.7
Saint John	134.3	135.5	135.6	131.9	133.7	128.2	145.8	191.1	155.7	125.7
Montreal	134.7	136.3	136.4	139.3	135.6	110.5	163.3	183.7	154.5	124.9
Ottawa	135.0	136.7	137.2	134.4	137.5	124.0	158.7	181.2	150.2	126.5
Toronto	136.0	138.2	138.6	131.5	141.1	127.3	145.0	172.5	190.4	123.9
Winnipeg	131.4	134.0	134.4	131.9	130.0	125.7	139.1	187.7	142.3	138.5
Saskatoon-Regina	129.0	130.5	130.8	129.4	128.8	132.8	137.4	149.0	149.2	120.9
Edmonton-Calgary	127.7	128.8	129.0	124.1	127.4	128.2	133.7	171.7	144.8	120.6
Vancouver	131.7	134.5	134.3	130.9	135.9	123.0	147.8	156.4	153.2	123.3

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1)St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada as compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 1164, December 1964 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1960-1965

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1960	268	274	49,408	738,700	0.19
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
*1964	313	329	100,214	1,572,220	0.13
*1964: February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08
April	17	41	8,617	88,900	0.08
May	15	35	7,488	63,700	0.06
June	46	66	15,148	195,680	0.16
July	38	72	18,183	147,710	0.12
August	36	68	11,418	108,200	0.10
September	26	63	9,039	104,010	0.09
October	30	60	10,593	101,580	0.09
November	25	57	15,080	105,590	0.09
December	19	48	33,689	460,260	0.38
*1965: January	24	47	29,768	220,380	0.21
February	24	50	29,596	294,100	0.27

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, FEBRUARY 1965, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	...	...	...
Mines	2	1,649	6,290
Manufacturing	29	18,592	209,330
Construction	5	169	300
Transpn. & utilities	5	2,279	15,530
Trade	6	3,308	53,220
Finance	...	...	...
Service	3	599	9,430
Public administration	...	...	...
All industries	50	26,596	294,100

TABLE G-3—STRIKES AND LOCKOUTS, FEBRUARY 1965, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	96	680
Prince Edward Island	...	...	...
Nova Scotia	2	1,255	4,400
New Brunswick	1	6	110
Quebec	6	3,918	61,830
Ontario	27	18,201	207,620
Manitoba	...	...	...
Saskatchewan	1	8	40
Alberta	1	44	130
British Columbia	8	998	5,030
Federal	3	2,070	14,260
All jurisdictions	50	26,596	294,100

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Feb.	Accumulated		
MINES						
Mineral Fuels						
Crowsnest Pass Coal, Michel and Fernie, B.C.	Mine Workers Loc. 7292 (Ind.)	449	2,690	8,980	Jan. 12 Feb. 8	Wages, fringe benefits~8¢ an hr. increase July 1, 1964 to Dec. 1, 1964, 10¢ an hr. 1965, a further 12¢ in 1966; 2 additional statutory holidays, 3 weeks vacation after 10 years
Dominion Coal (No. 26 Colliery), Glace Bay, N.S.	Mine Workers Loc. 4529 (Ind.)	1,200	3,600	3,600	Feb. 23 Feb. 28	Alleged unsafe conditions on certain long wall~Return of workers, claim of unsafe conditions to be reviewed.
MANUFACTURING						
Food and Beverages						
Presswood Bros., Toronto, Ont.	Packinghouse Workers Loc. 716 (AFL-CIO/CLC)	192	3,840	6,720	Jan. 11	Wages, hours~
McGavin Toastmaster, Nanaimo, New Westminster, Vancouver and Victoria, B.C.	Teamsters Loc. 189 (Ind.)	297	300	300	Feb. 2 Feb. 3	Wages~$7. a wk. increase retroactive to Sep. 30, 1964, $6. a wk. Sep. 30, 1965, a further $7. Sep. 30, 1966; salesmen's commission rates will also increase.
Rubber						
National Rubber and Pneuco Machinery, Toronto, Ont.	Rubber Workers Loc. 750 (AFL-CIO/CLC)	211	200	20,010	Sep. 28 Feb. 2	Wages, hours union security, irrevocable check-off~Return of some workers, replacement of others when pickets withdrawn.
Textiles						
DuPont of Canada, Kingston, Ont.	District 50 (UMWA) Loc. 13160 (Ind.)	1,700	1,700	1,700	Feb. 25	Wages, closed shop, other changes~
Paper						
Bathurst Containers, Port Whitby, Ont.	Woodworkers Loc. 2-242 (AFL-CIO/CLC)	162	320	320	Feb. 9 Feb. 11	Reduction in hours of shift workers during low production periods~Return of workers pending discussion of problem.
Printing and Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	920	17,020	142,890	July 9	Working conditions as affected by computers, job security, union membership of foremen~
Primary Metals						
Wolverine Tube (Div. of Calumet Hecla of Canada) London, Ont.	Auto Workers Loc. 27 (AFL-CIO/CLC)	110	2,200	15,320	Aug. 19	Wages, other improvements ~
Anaconda American Brass, New Toronto, Ont.	Auto Workers Loc. 399 (AFL-CIO/CLC)	1,100	550	550	Feb. 1 Feb. 2	Week-end furnace work~Return of workers pending meeting with conciliation officer.
Machinery						
Brown Boggs Foundry and Machine, Hamilton, Ont.	U.E. Loc. 520 (Ind.)	190	3,800	15,490	Nov. 3 Mar. 1	Wages~10¢ an hr. immediately, 8¢ in 1966.
Massey-Ferguson, Brantford, Toronto and Woodstock, Ont.	Auto Workers Locs. 636, 439, and 458 (AFL-CIO/CLC)	4,870	44,860	44,860	Feb. 4 Feb. 18	Wages, vacations, pension plan~ 11¢ an hr. increase for non-skilled, 19¢ for tradesmen 1st-yr. 2nd-yr. 6¢ or 2.5% whichever is greater, 3rd-yr. 7¢ an hr. or 2.8% whichever is greater; additional week's vacation for all, increased pensioner benefits, other improvements.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, FEBRUARY 1965

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Feb.	Accumulated		
Transportation Equipment						
Chrysler Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	6,000	120,000	132,000	Jan. 28	Wages, production standards ~
Bendix-Eclipse, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	316	4,740	4,740	Feb. 8	Wages~
Electrical Products						
Canadian General Electric, Peterborough, Ont.	U.E. Loc. 524 (Ind.)	220	220	220	Feb. 1 Feb. 2	Objection to use of camera in time and motion study~Return of workers following disciplinary suspension.
Canadian General Electric, Peterborough, Ont.	U.E. Loc. 524 (Ind.)	1,900	5,700	5,700	Feb. 3 Feb. 8	Objection to use of camera in time and motion study~Return of workers pending meeting to resolve differences.
Non-Metallic Mineral Products						
Raybestos-Manhattan (Canada), Peterborough, Ont.	Steelworkers Loc. 5141 (AFL-CIO/CLC)	159	240	240	Feb. 11 Feb. 15	Company intention to institute swing shift operation~Return of workers pending further discussions.
CONSTRUCTION						
Fraser-Brace Engineering, Ste-Thérèse, Que.	Building Workers' Federation (CNTU)	115 (399)	120	120	Feb. 25 Feb. 26	Wages ~ Wage increases immediately, according to classification, further increases Apr. 1, 1965 and Oct. 1, 1965.
TRANSPN. & UTILITIES						
Transportation						
Nfld. Employers' Association, St. John's, Nfld.	Longshoremen's Protective Union (Ind.)	550	11,000	49,310	Oct. 26	Union refusal to accept terms of Industrial Enquiry Commission~
Pacific Great Eastern Railway, Vancouver and various locations, B.C.	Trainmen Locs. 1080 and 845 (AFL-CIO/CLC)	203 (1,200)	1,160	1,160	Feb. 3 Feb. 15	Wages, statutory holidays~ Wage increases varying according to classification.
National Harbours Board, Saint John, N.B.	I.L.A. Loc. 273 (AFL-CIO/CLC)	1,500	3,210	3,210	Feb. 12 Feb. 15	Parking facilities~New parking proposals submitted.
TRADE						
Quebec Liquor Board, Various centres, Que.	CNTU	3,200	51,200	195,200	Dec. 5 Feb. 19	Wages, hours, improved welfare benefits, seniority, overtime rates~$8. a wk. increase 1st-yr., $3. 2nd-yr. $7. 3rd-yr.; reduction in hours, improved pension plan, seniority, job security, time and one half for overtime.
SERVICE						
Education						
Thirteen Roman Catholic School Boards, Quebec city suburbs, Que.	Corporation des Instituteurs et Institutrices Catholiques de Quebec	500	8,500	8,500	Feb. 1 Feb. 24	Salaries~Salaries to be brought up to equal pay scale with Quebec City.

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY TYPE OF ACCIDENT AND INDUSTRY, DURING THE FOURTH QUARTER OF 1964

(Preliminary)

Type of Accident	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unspecified	Total
Striking against or stepping on objects	....	1	....	....	....	....	1	1	....	....	....	....	3
Struck by:													
(a) tools, machinery, cranes, etc.	1	2	....	1	....	6	3	....	....	....	....	....	13
(b) moving vehicles	1	....	....	5	3	6	4	....	1	....	2	....	22
(c) other objects	2	18	....	1	4	20	2	....	....	....	1	....	48
Caught in, on or between machinery, vehicles, etc.	9	2	1	3	8	3	5	....	4	....	1	....	36
Collisions, derailments, wrecks, etc.	5	....	1	6	10	9	23	2	9	....	10	....	75
Falls and slips:													
(a) on same level	....	....	....	2	1	2	2	2	1	....	2	....	12
(b) to different levels	....	4	19	4	6	11	4	3	1	....	8	....	60
Conflagrations, temperature extremes and explosions	2	....	1	1	4	1	2	1	....	....	....	....	12
Inhalation, absorptions, asphyxiation and industrial diseases	....	....	....	7	5	3	....	....	....	....	....	....	15
Electric current	3	....	....	....	....	3	....	2	....	..			8
Over-exertion	....	....	....	1	2	2	1	....	....	....	3	....	9
Miscellaneous accidents	3	....	....	1	1	....	1	....	1	....	3	....	10
Total	26	27	22	32	44	66	48	11	17	....	30	....	323*

*Of this total, 245 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 78 were obtained from other sources. The number of fatalities that occur during a quarter is usually greater than shown, as not all fatalities are reported in time for inclusion in the quarterly tables. Fatalities not recorded in the quarterly tables are included in the annual tables appearing in the May issue.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND PROVINCE, DURING THE FOURTH QUARTER OF 1964

(Preliminary)

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon & N.W.T.	Total
Agriculture	.....	.....	1	1	1	10	.....	5	8	.....	.....	26
Logging	.....	.....	.....	1	5	6	.....	.....	2	13	.....	27
Fishing and Trapping	.....	.....	20	1	.....	1	.....	.....	.....	.....	.....	22
Mining and Quarrying	2	.....	2	.....	4	10	2	.....	3	8	1	32
Manufacturing	.....	.....	1	3	6	15	.....	2	10	7	.....	44
Construction	1	.....	2	1	17	17	3	5	12	8	.....	66
Transportation, Storage and Communication	.....	.....	5	1	4	13	6	4	10	5	.....	48
Public Utilities	.....	.....	.....	.....	4	2	.....	1	3	1	.....	11
Trade	.....	.....	1	.....	2	9	1	.....	3	1	.....	17
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	1	.....	1	.....	5	6	1	1	6	9	.....	30
Unspecified	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	4	.....	33	8	48	89	13	18	57	52	1	323*

*See footnote to Table H-1.

Collective Bargaining Scene

(*Continued from page 384*)

Post-Conciliation Bargaining

Company and Location	Union
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)

Arbitration

Shawinigan Water & Power, province-wide, Que.	Public Service Empl. Federation (CNTU)

Work Stoppage

Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)

Part III—Settlements Reached During March

(A summary of major terms on the basis of the information immediately available. Figures on the number of employees covered are approximate.)

Alberta Government Telephones—IBEW (AFL-CIO/CLC) (plant, traffic & general services empl.): 18-mo. agreement covering 2,500 empl.—general wage increases of 3½% retroactive to Nov. 1, 1964 and 3% eff. Nov. 1, 1965 for plant empl.; general wage increases of 3% retroactive to Nov. 1, 1964 and 2½% eff. Nov. 1, 1965 for traffic empl.; additional 25¢ per shift for operators on split shifts and for supervisors; 1 wk. sick leave after 6 mos. of service (previous minimum was 2 wks. sick leave after 2 yrs. of service); commission to pay 50% of basic single premium for MSI and Blue Cross eff. Nov. 1, 1965; rates will be $1.27 an hr. for operator, $2.14 an hr. for groundman and $3.19 an hr. for journeyman eff. Nov. 1, 1965; agreement to expire April 30, 1966.

B.C. Towboat Owners' Assn.—Merchant Service Guild (CLC) & Railway, Transport & General Wkrs (CLC): 32-mo. agreement covering 700 empl.—general wage increases of 5% retroactive to Oct. 1, 1964, 5% retroactive to Feb. 1, 1965, 4% eff. Oct. 1, 1965, 4% eff. April 1, 1966 and 6% eff. Dec. 1, 1966; overtime pay for mates increased to time and one half (formerly time and one quarter); overtime pay for masters increased to $60 a mo. (formerly $45 a mo.) for overtime at sea, and to time and a half (formerly time and one quarter) for in-port activities; 3 wks. vacation after 5 yrs. of service (formerly after 15 yrs.); provision for a single arbitrator (formerly arbitration board); salaries will range from $496 to $694 a mo. for mates, and $595 to $893 a mo. for masters, according to classification of vessel; agreement to expire May 31, 1967.

Cdn. Acme Screw & Gear, Monroe Acme, Galt Machine & Maremont Acme, Toronto, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—wage increases of 3¢ an hr. eff. Nov. 16, 1965, 3¢ an hr. eff. May 16, 1966, 3¢ an hr. eff. Nov. 16, 1966 and 3¢ an hr. eff. May 16, 1967 for incentive empl.; wage increases of 4¢ an hr. eff. Nov. 16, 1965, 4¢ an hr. eff. May 16, 1966, 4¢ an hr. eff. Nov. 16, 1966 and 4¢ an hr. eff. May 16, 1967 for day wkrs.; wage increases of 6¢ an hr. eff. Nov. 16, 1965, 6¢ an hr. eff. May 16, 1966, 6¢ an hr. eff. Nov. 16, 1966 and 6¢ an hr. eff. May 16, 1967 for skilled trades; additional classification adjustments ranging from 2¢ to 6¢ an hr.; second and third shift differentials to be 10¢ and 12¢ an hr. respectively (previously 9¢ an hr.); Dec. 24 and Dec. 31 to be half holidays, making a total of 9 paid holidays; 1 wk. vacation @ 2% of annual earnings for empl. with less than 3 yrs. of service (formerly for empl. with less than 4 yrs..), 2 wks. vacation @ 4% of annual earnings after 3 yrs. of service (formerly after 4 yrs.), 3 wks. vacation @ 6% of annual earnings after 12 yrs. of service (formerly after 15 yrs.) and 4 wks. vacation @ 8% of annual earnings after 25 yrs. of service (new provision); basic pension to be $4 a mo. per yr. of service up to 30 yrs. (formerly $3.33) and pension benefits to be reduced by $30 at age 70; weekly sickness and accident benefit to be $50 (formerly $40) payable up to 26 wks.; life insurance increased to $4,500 (formerly $3,500) eff. immediately and to $5,000 eff. March 23, 1966; Blue Cross Prescription Drug Plan with deductible amounts of $10 per individual and of $20 per family to be adopted May 16, 1966 and empl. contribution to take the form of 1¢ an hr. reduction in cost-of-living bonus; rate for labourer will be $2.20 an hr. May 16, 1967; agreement to expire Nov. 15, 1967.

Chrysler Canada Limited, Windsor, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 5,650 empl.—settlement pay of $25; wage increases of 6¢ an hr. or 2½%, whichever is greater, eff. March 7, 1965, 6¢ an hr. or 2½%, whichever is greater, eff. Nov. 1965 and 7¢ an hr. or 2.8%, whichever is greater, eff. Nov. 1966; additional wage increases of 5¢ an hr. for unskilled empl. and 12¢ an hr. for skilled empl. eff. March 7, 1965 (1¢ an hr. to be deducted for new Green Shield Prescription Plan); weekly sickness and accident indemnity to be $55 payable up to 52 wks. (formerly $50 payable up to 26 wks.); group life insurance increased to $6,500 (formerly $6,000); paid-up life insurance for retired empl. to be $1,500 or 1½% of insurance coverage on 65th birthday, whichever is greater, for empl. with 10 or more yrs. of credited service and to be reduced for empl. with less than 10 yrs. of credited service; basic pension to be $4.25 a mo. per yr. of service (formerly $2.80 a mo. per yr. of service); supplementary and early retirement pension benefits to be similar to those in General Motors and Ford settlements (L.G., Jan., p. 45); vesting provided for empl. with 10 yrs of service and age 40 qualification under previous arrangement removed; benefits under SUB plan to be $50 a wk. (formerly $40 a wk.) and additional $1.50 per dependent up to 4 dependents maintained; separation pay increased by 40%; new provision for paid absence allowance giving 40 hours time off or pay in addition to vacations; tuition refund plan introduced reimbursing empl. up to $250 per calendar yr.; agreement to expire Nov. 1967.

Continental Can Co. of Canada, St. Laurent, Que., Chatham, Toronto & New Toronto, Ont., Edmonton, Alta. & Vancouver, B.C.—Steelworkers (AFL-CIO/CLC): 40-mo. agreement covering 2,500 empl.—general wage increases of 10¢ an hr. retroactive to Oct. 1, 1964 and 7¢ an hr. eff. Dec. 1, 1966; increment between job classes increased to 7.6¢ (formerly 7.3¢) retroactive to Oct. 1, 1964 and to 7.8¢ eff. Dec. 1, 1966; cost-of-living bonus plan discontinued and existing 23¢ an hr. bonus incorporated into wage rates; normal retirement benefits (formerly $3.25 a mo. per yr. of service) increased to $5.50 a mo. per yr. of service eff. Dec. 1, 1965; new provision for early retirement at age 50 after 30 yrs. of service; benefits under SUB plan to be 70% of normal pay eff. Dec. 1, 1965 (at present 60%) for empl. laid off or disabled; benefits under SUB plan to be payable up to 5 yrs. (at present 1 yr.) for empl. with 10 or more yrs. of service and up to 2 yrs. for empl. with 2 to 5 yrs. of service; income security plan introduced April 1, 1965 as an automation correction factor—empl. demoted to be guaranteed 95% of previous income; rate for labourer Dec. 1, 1966 will be $2.57 an hr.; agreement to expire Jan. 31, 1968.

DuPont of Canada, Kingston, Ont.—Mine Wkrs. (Ind.): 2½-yr. agreement covering 1,800 empl.—general wage increases of 12¢ an hr. retroactive to Oct. 21, 1964, 9¢ an hr. eff. March 19, 1966 and 6¢ an hr. eff. March 19, 1967; additional adjustments ranging from 2¢ to 7¢ an hr. in first and second yrs. of agreement; evening and night shift premiums increased to 9¢ and 12¢ an hr. respectively (formerly 7¢ and 9¢ an hr.); Boxing Day to be ninth paid holiday; company to pay 50% of cost of safety shoes; rate for labourer will be $2.21 an hr. March 19, 1967; agreement to expire Sept. 18, 1967.

Kerr-Addison Gold Mines, Virginiatown, Ont.—Kerr-Addison Empl. Assn. (Ind.): 3-yr. agreement covering 800 empl.—general wage increase of 4.2% eff. April 1, 1965; work wk. to be reduced to 40 hrs. with maintenance of pay (at present 44 hrs.) eff. April 1, 1966; rate for labourer April 1, 1966 will be $1.49 an hr.; agreement to expire March 31, 1968.

Lakehead terminal elevators, Fort William & Port Arthur, Ont.—Railway Clerks (AFL-CIO/CLC): 3-yr. agreement covering 1,200 empl.—wage increases of 2½% retroactive to Jan. 1, 1965, 2½% eff. Jan. 1, 1966 and 2½% eff. Jan. 1, 1967 for labourers; wage increases of 3% retroactive to Jan. 1, 1965, 3% eff. Jan. 1, 1966 and 3½% eff. Jan. 1, 1967 for indoor elevator men; wage increases of 3½% retroactive to Jan. 1, 1965, 3½% eff. Jan. 1, 1966 and 4% eff. Jan. 1, 1967 for other classifications; new provision for 4 wks. vacation after 20 yrs. of service; provision for bereavement leave of 3 days; weekly sickness and accident indemnity to be $65 (formerly $50) and employers to contribute 66⅔% (formerly 50%) toward premiums; rate for labourer will be $2.30 an hr. Jan. 1, 1967; agreement to expire Dec. 31, 1967.

Montreal City, Que.—Fire Fighters (AFL-CIO/CLC): 2-yr. agreement covering 2,400 empl.—salary increases of $275 a yr. retroactive to Dec. 1, 1964 and $200 a yr. eff. Dec. 1, 1965 for first-class fire fighters; overtime pay to be $3 an hr. (formerly $2.75 an hr.); 5 paid holidays maintained and fire fighters to receive $100 additional annually in lieu of additional holidays; salary for first-class fireman Dec. 1, 1965 will be $6,000 a yr.; agreement to expire Nov. 30, 1966.

Montreal City, Que.—Public Empl. (CLC) (outside empl.): 2-yr. agreement covering 5,000 empl.—wage increases of 8¢ an hr. retroactive to Dec. 1, 1964, 7¢ an hr. eff. Dec. 1, 1965 and 5¢ an hr. eff. June 1, 1966; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); all work performed at present in total or in part by municipal empl. to be carried out by empl. of the city, except garbage collection and snow removal (50% of snow removal to be performed by private contractors); private contractors will be required to pay same wages as those received by city empl.; overtime pay for snow removal to be straight time plus $1 an hr.; temporary empl. to be covered by social security plan; rate for labourer will be $2 an hr. after June 1, 1966; agreement to expire Nov. 30, 1966.

Ottawa Civic Hospital, Ottawa, Ont.—Public Empl. (CLC): 2-yr. agreement covering 1,250 empl.—general wage increases of $2 a wk. retroactive to Jan. 1, 1965, $2 a wk. eff. Aug. 1, 1965 and $2 a wk. eff. April 1, 1966; additional classification adjustments ranging from $1 to $14 a wk.; 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.) and 4 wks. vacation after 20 yrs. of service (formerly after 23 yrs.); provision for up to 6 mos. maternity leave for empl. with 2 yrs. of service; rate for laundress will be $53.50 a wk. April 1, 1966; agreement to expire Dec. 31, 1966.

Quebec City, Que.—Municipal & School Empl. Federation (Ind.) (inside empl.): arbitration award establishing 2-yr. agreement covering 540 empl.—terms of settlement not immediately available; agreement to expire April 30, 1966.

Quebec City, Que.—Municipal & School Empl. Federation (Ind.) (outside empl.): arbitration award establishing 2-yr. agreement covering 750 empl.—general wage increases of 8.25% retroactive to May 1, 1964 and 7% eff. May 1, 1965; 40-hr. work wk. to apply to all empl. eff. May 1, 1965; agreement to expire April 30, 1966.

Saskatchewan Government Telephones—Communications Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 1,950 empl.—wage increases of 3% for plant empl. and 2% for clerical and traffic empl. retroactive to Oct. 1, 1964; work wk. reduced to 35 hrs. (formerly 37½ hrs.) for traffic empl.; rates become $1.67 an hr. for labourer, $72.50 a wk. for operator and $123 a wk. for first class repairman; agreement to expire Sept. 30, 1965.

Telegram Publishing Co. Limited, Toronto, Ont.—Newspaper Guild (AFL-CIO/CLC): 3-yr. agreement covering 650 empl.—general wage increases of $2 a wk. retroactive to Jan. 1, 1965, $5 a wk. eff. Oct. 1, 1965 and $6 a wk. eff. Aug. 1, 1966; new provision for 4 wks. vacation after 13 yrs. of service; Newspaper Guild to have jurisdiction over work currently performed by members that is transferred to sections now outside Guild jurisdiction; provision for lifetime guarantee for present empl. against layoffs because of technological change and introduction of new processes; rate for truck helper will be $68.96 a wk. Aug. 1, 1966; agreement to expire Dec. 31, 1967.

Vancouver Police Commissioners Board, B.C.—B.C. Peace Officers (CLC): 1-yr. agreement covering 740 empl.—general wage increase of 4½%; rate for constable becomes $439 a mo.; agreement to expire Feb. 28, 1966.

Winnipeg Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.—Ladies' Garment Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 800 empl.—cost-of-living bonus increased to 65% on piece work unit (formerly 60%) retroactive to Jan. 1, 1965 and to 70% eff. July 1, 1965; agreement to expire Dec. 31, 1967.